



Annual Report on Contractor Workforce Restructuring

U.S. Department of Energy

Fiscal Year 2007

September 30, 2008

**ANNUAL REPORT
ON
CONTRACTOR WORKFORCE
RESTRUCTURING**

FISCAL YEAR 2007

Office of Legacy Management
U.S. Department of Energy
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LIST OF ACRONYMS AND SHORT TITLES

ANL	Argonne National Laboratory (Illinois)
Brookhaven	Brookhaven National Laboratory (New York)
Coalition	Rocky Flats Coalition of Local Governments
COBRA	Consolidated Omnibus Budget Reconciliation Act of 1985
CRO	community reuse organization
CROET	Community Reuse Organization of East Tennessee
DOE	U.S. Department of Energy
DUF6	depleted uranium hexafluoride
EICRO	Eastern Idaho Community Reuse Organization
ENIPC	Eight Northern Indian Pueblos Council, Inc.
Fernald	Fernald Closure Project (Ohio)
FM&T	Federal Manufacturing & Technologies
FY	fiscal year (October 1 – September 30)
Hanford	Hanford Site (Washington State)
INL	Idaho National Laboratory (Idaho)
KCP	Kansas City Plant (Missouri)
LANL	Los Alamos National Laboratory (New Mexico)
LLC	limited liability company
LLNL	Lawrence Livermore National Laboratory (California and Nevada)
LM	Office of Legacy Management (U.S. Department of Energy)
MMCIC	Miamisburg Mound Community Improvement Corporation
Mound	Miamisburg Closure Project (Ohio)
NextGen	Next-Generation Economy, Inc.
NNSA	National Nuclear Security Administration
NTS	Nevada Test Site (Nevada)
NTSDC	Nevada Test Site Development Corporation
ORP	Office of River Protection (U.S. Department of Energy)
PACRO	Paducah-Area Community Reuse Organization
Paducah	Paducah Gaseous Diffusion Plant (Kentucky)
Pantex	Pantex Plant (Texas)
Pinellas	Pinellas Plant (Florida)
Portsmouth	Portsmouth Gaseous Diffusion Plant (Ohio)
RDA	Regional Development Alliance, Inc.

RDC	Regional Development Corporation
RFETS	Rocky Flats Environmental Technology Site (Colorado)
RIF	reduction in force
RL	Richland Operations Office (U.S. Department of Energy)
Sandia	Sandia National Laboratories (California and New Mexico)
section 3161	National Defense Authorization Act for Fiscal Year 1993, section 3161
SODI	Southern Ohio Diversification Initiative
SRS	Savannah River Site (South Carolina)
TRIDEC	Tri-City Industrial Development Council
TRU	transuranic
USEC	United States Enrichment Corporation
WIPP	Waste Isolation Pilot Plant (New Mexico)
WT	Office of Worker and Community Transition (U.S. Department of Energy)
Y-12	Y-12 National Security Complex (Tennessee)

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EXECUTIVE SUMMARY

As the Cold War was coming to an end in 1993, Congress appropriated funding through section 3161 of the National Defense Authorization Act for Fiscal Year 1993 (section 3161) to mitigate the impacts on U.S. Department of Energy (DOE) contract workers and to provide assistance to communities impacted by downsizing at DOE facilities. To implement these provisions, the Secretary of Energy established the Office of Worker and Community Transition (WT) on September 15, 1994. WT was charged with (1) developing policies and programs necessary to plan for, and mitigate the impacts of, changing conditions for workers and communities affected by DOE mission changes; (2) ensuring that those policies and programs are carried out fairly for all concerned, while recognizing the unique conditions of each site and contract; and (3) assisting those communities most affected by the changing missions at DOE sites by using DOE resources to stimulate economic development. WT became part of the Office of Legacy Management (LM) when LM was officially established in December 2003.

Section 3161 authorizes the use of enhanced benefits (in addition to standard contractual severance, hiring preference, and access to displaced-worker medical benefits) to lessen separation impacts. These enhanced benefits include relocation assistance, tuition reimbursement, and outplacement assistance. Contractor separations peaked in fiscal year (FY) 1995 and fluctuated over the next several years, reflecting a changing mission from production to remediation and restoration at DOE sites with cleanup missions. Commensurate with the decline from a high volume of contractor layoffs in the early years of the program to a relatively low volume in most recent years, the level of funding appropriated for workforce restructuring and community transition has declined. FY 2004 was the last year in which DOE received section 3161 appropriations for enhanced benefits for separated contract workers. The FY 1998 Energy and Water Appropriations Act, section 303 of division C, required that all payments for enhanced benefits under section 3161 be funded through LM, either directly or through reprogramming of funds from the affected program office.

In FY 2007, a total of 3,019 management contractor team workers separated from DOE defense facilities; of these, 343 (11 percent) were voluntary and 307 (10 percent) were involuntary separations. The remaining 2,369 (79 percent) separations occurred from normal attrition. The 650 voluntary and involuntary management contractor team worker separations represent the smallest number of separations that have occurred since this data was first tracked in 1993. Workforce restructuring costs incurred in FY 2007 were \$14,383,467, of which \$10,528,853 (73 percent) was for voluntary separations and \$3,854,614 (27 percent) was for involuntary separations. All voluntary and involuntary separations were funded from program costs in FY 2007.

Since 1993, Congress has appropriated over \$1 billion for workforce separation benefits and activities across the DOE complex and a total of 53,364 contract-worker separations have occurred. Contract-worker separations at DOE sites peaked in FY 1995 and have fluctuated since, reflecting a changing mission from production to remediation and restoration (**Figure ES-1**).

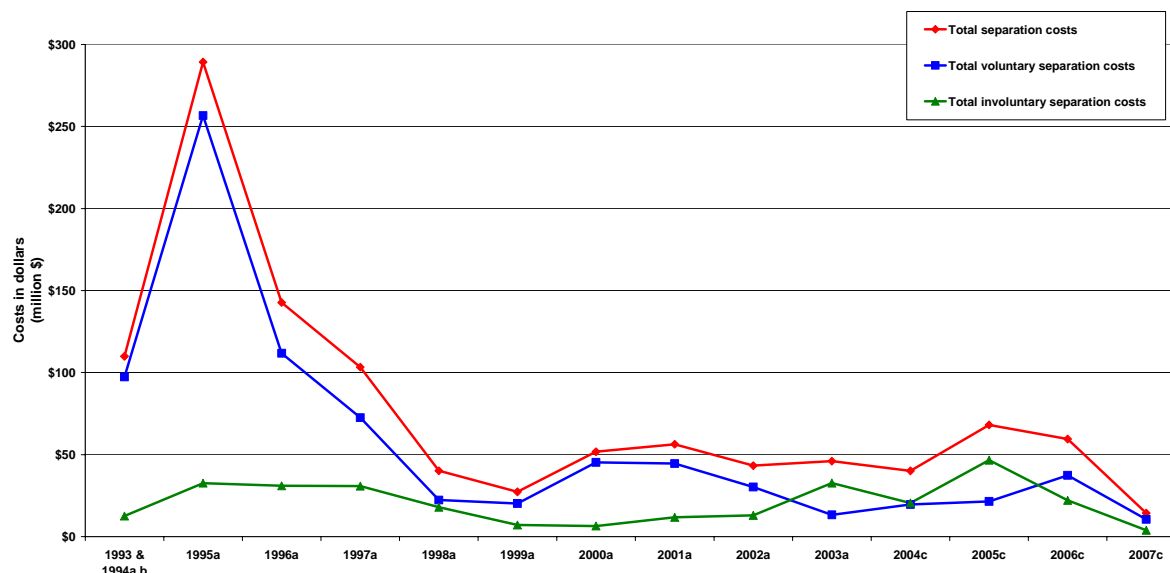


Figure ES-1. Total Contractor Separation Costs from 1993 to 2007

Community transition activities have created or retained 44,782 jobs since 1993. These activities were funded by nearly \$265 million in section 3161 and other DOE grants to 15 community reuse organizations (CROs) at sites impacted by downsizing at DOE facilities. As of the end of FY 2007, only four of the original 15 CROs at the Hanford Site (Hanford), the Miamisburg Closure Project (Mound), the Pinellas Plant (Pinellas), and the Portsmouth Gaseous Diffusion Plant (Portsmouth) have any remaining section 3161 funds for community transition activities.

Funding for communities impacted by changing missions at DOE facilities in recent years has also declined in proportion to the declining level of contract-worker separations. Congressional appropriations for community transition activities fell sharply after FY 2002 and have continued to decrease. Congress has not appropriated any section 3161 funding for community transition activities since FY 2005 (**Figure ES-2**).

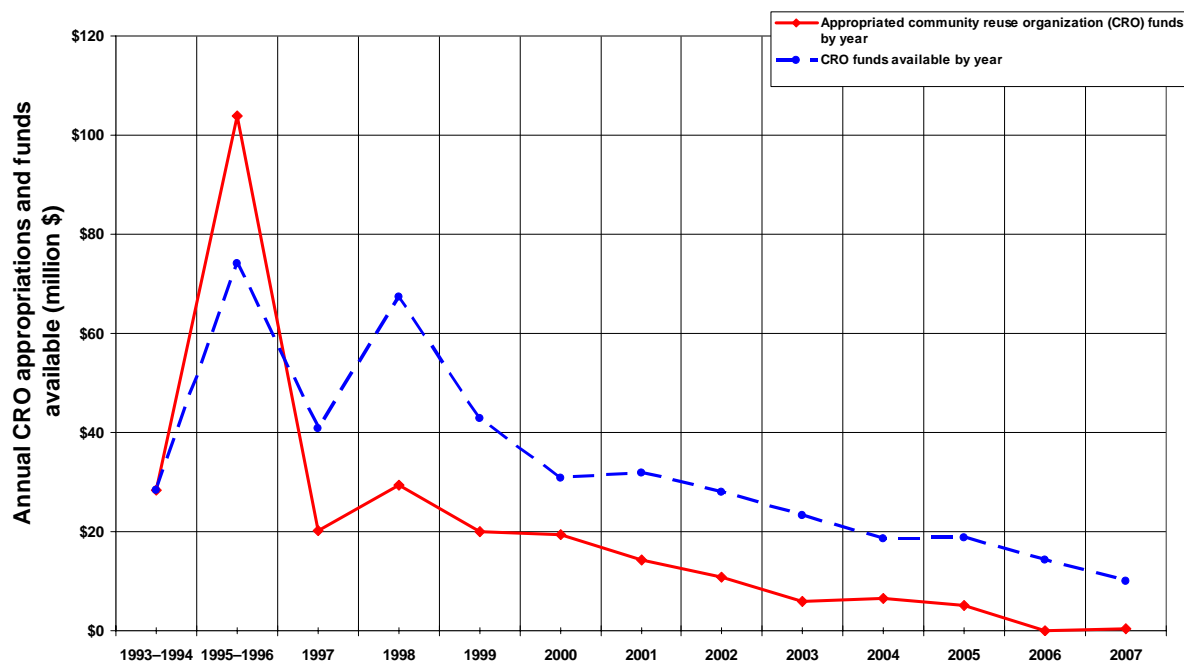


Figure ES-2. Annual Community Reuse Organization Appropriations and Funds Available from 1993 to 2007

Any future contract-worker separations must be funded out of program funds, and as of September 30, 2007, only \$1.4 million in remaining section 3161 funds is available for enhanced benefits. Of the nearly \$265 million in section 3161 and other DOE funding for community transition, \$9.9 million remains available for future community transition activities.

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1.0 INTRODUCTION

1.1 Background

After World War II, the onset of the Cold War between the United States and the Soviet Union led to the buildup of the nuclear weapons complex, an elaborate network of research, production, and testing facilities. To meet nuclear weapons production requirements and other national security obligations, DOE and its predecessor agencies assembled an extensive contractor workforce. The breakup of the Soviet Union in 1991, together with President George H.W. Bush's announcement of the first unilateral nuclear weapons reduction agreement on September 27, 1991, signaled the end of the Cold War and dramatically reduced the need for further nuclear weapons production.

The end of the Cold War also brought about fundamental changes in contractor workforce requirements as DOE shifted from weapons production to other missions, such as environmental management, weapons dismantlement, and science and technology research. Faced with significant budget reductions and staffing issues, DOE began to restructure its workforce.

During President George H.W. Bush's administration, Secretary of Energy James Watkins issued DOE Order 3309.1A (now incorporated into DOE Order 350.1), establishing specific objectives to ensure fairness while reducing the contractor workforce, including programs to minimize layoffs. In passing section 3161 of the National Defense Authorization Act for Fiscal Year 1993 (Public Law 102-484), Congress mandated an explicit planning process involving affected stakeholders for all workforce changes at defense nuclear facilities and directed that the plans be guided by a fundamental objective: to mitigate impacts on workers and communities, especially those whose service had helped maintain our nuclear deterrent force during the Cold War.

Section 3161 requires that the Secretary of Energy develop a plan for restructuring the workforce for a defense nuclear facility whenever a change in the workforce is determined necessary. Section 3161 also identifies objectives that each plan should address, including: minimizing social and economic impacts; giving workers adequate notice of impending changes; minimizing involuntary separations; offering preference in hiring to the extent practicable to those employees involuntarily separated; providing relocation assistance under certain conditions; providing retraining, as well as educational and outplacement assistance; and providing local impact assistance to affected communities.

In response to challenges posed by changing missions, and consistent with DOE policy to apply the workforce restructuring process at all sites undergoing significant workforce changes, WT was established in 1994. This office was assigned responsibility for reviewing and evaluating workforce restructuring plans from all sites and overseeing implementation of workforce restructuring consistent with these plans and DOE policy and guidance.

In December 2003, all WT functions and responsibilities were merged into LM. Although the major mission of LM is to oversee DOE postclosure site responsibilities, including the continuity and delivery of contract-worker postclosure pension and medical benefits, LM also sets worker and community transition policies consistent with section 3161.

1.2 The Structure of This Report

This report is organized into four sections. Section 1 provides background information on the section 3161 program. Section 2 summarizes the section 3161 workforce restructuring program and provides specific information on current workforce separations and costs for FY 2007. Section 3 provides an overview of total

funds appropriated and spent on community transition activities. Section 4 presents FY 2007 workforce restructuring and community transition activities for each defense nuclear site.

This FY 2007 *Annual Report on Contractor Workforce Restructuring* includes data from DOE defense nuclear sites that (1) underwent a workforce restructuring action and/or (2) spent program or section 3161 funds for these workforce actions. Of the DOE non-defense facilities, only those that spent section 3161 funds on workforce restructuring actions are asked to submit their data for this annual report. In FY 2007, no non-defense DOE facilities spent section 3161 funds on workforce restructuring actions; therefore, none are included in this report.

This report responds to the section 3161 requirement that DOE report to Congress annually on the workforce restructuring results. It covers activities in FY 2007 and serves to update Congress and the public on workforce restructuring and community transition outcomes.

This report is available on the LM website at <http://www.lm.doe.gov>.

2.0 WORKFORCE RESTRUCTURING

2.1 Fiscal Year 2007 Workforce Restructuring Activity

In FY 2007, a total of 3,019 management contractor team workers separated from DOE defense facilities either voluntarily, involuntarily, or through attrition. [Note: “Management contractor team” consists of prime contractors performing defense and certain non-defense work that historically was done under a management and operating contract. At some sites, subcontractors are also included.] Six hundred and fifty of those employees were separated from DOE as a result of reduction-in-force (RIF) actions in FY 2007; 343 (11 percent) were voluntary and 307 (10 percent) were involuntary separated. The remaining 2,369

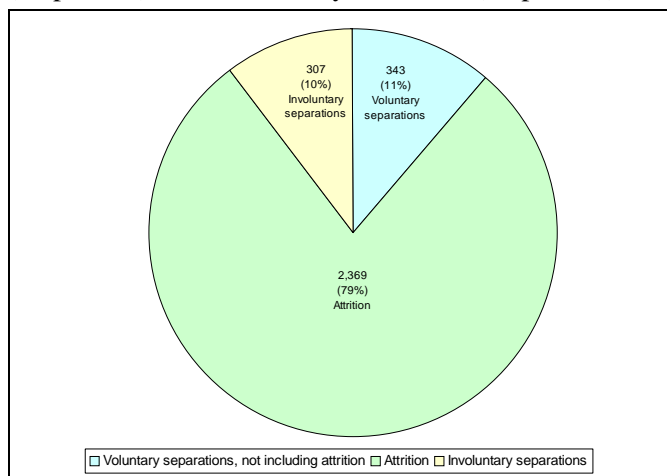


Figure 2–1. Workforce Separations by Type, Fiscal Year 2007

separations (79 percent) occurred at DOE defense facilities from normal attrition (**Figure 2–1**). Workforce restructuring costs incurred in FY 2007 were \$14,383,467, of which \$10,528,853 (73 percent) was for voluntary separations and \$3,854,614 (27 percent) for involuntary separations. All voluntary and involuntary costs were funded from program costs in FY 2007 (**Table 2–1**).

Workforce restructuring data are shown for defense nuclear sites that (1) underwent a workforce restructuring action and/or (2) spent funds (program or section 3161) for any workforce restructuring activity during FY 2007. This includes funds spent during FY 2007 for any prior-year workforce restructuring activities.

Table 2–1. Defense Nuclear Site Workforce Separations Summary, Fiscal Year 2007

		Number of Workers	Enhanced Costs Funded by LM (Section 3161)	Program Costs Funded by Other DOE Programs	Total Costs	Average Cost per Recipient
1.0	Voluntary Separations (lines 1.1 + 1.2)	343	\$0	\$10,528,853	\$10,528,853	\$30,696
	1.1 Early retirement	0	0	0	0	0
	1.2 Nonretirement voluntary separations (costs = severance)	343	0	10,528,853	10,528,853	30,696
2.0	Involuntary Separations (lines 2.1 + 2.2) (costs = severance)	307	0	3,854,614	3,854,614	12,556
	2.1 With benefits (lines 2.1.1 + 2.1.2)	192	0	3,854,614	3,854,614	20,076
	2.1.1 Nonconstruction workers	184	0	3,829,474	3,829,474	20,812
	2.1.2 Construction workers	8	0	25,140	25,140	3,143
	2.2 Without benefits	115	0	0	0	0
3.0	Total Separations and Costs (lines 1.0 + 2.0)	650	\$0	\$14,383,467	\$14,383,467	\$22,128

Note: Total cost per recipient equals total cost divided by number of workers.

Key: DOE=U.S. Department of Energy; LM=Office of Legacy Management.

Total workforce restructuring costs were \$17,548,322 in FY 2007 and included \$3,164,855 (18 percent) in enhanced benefits. Almost all enhanced benefits—\$3,062,147 (96.8 percent)—were funded from program costs, and only \$102,708 (3.2 percent) was funded from section 3161 funds (**Table 2–2**).

To comply with section 304 of the Energy and Water Development Appropriations Act for Fiscal Year 1998 (and succeeding years), separation costs have been broken out by enhanced benefits, which have usually been paid by LM, and program benefits, which have been paid by the responsible program office. In FY 2007, all funding for voluntary and involuntary contractor separations and DOE displaced-worker medical benefits was paid by program funds. Most of the costs for relocation, outplacement services, and educational assistance were funded by section 3161 funds. DOE has elected to apply section 3161 practices and policies to non-defense facilities to the extent practicable.

Table 2–2. Defense Nuclear Site Enhanced Benefits and Workforce Separations Summary, Fiscal Year 2007

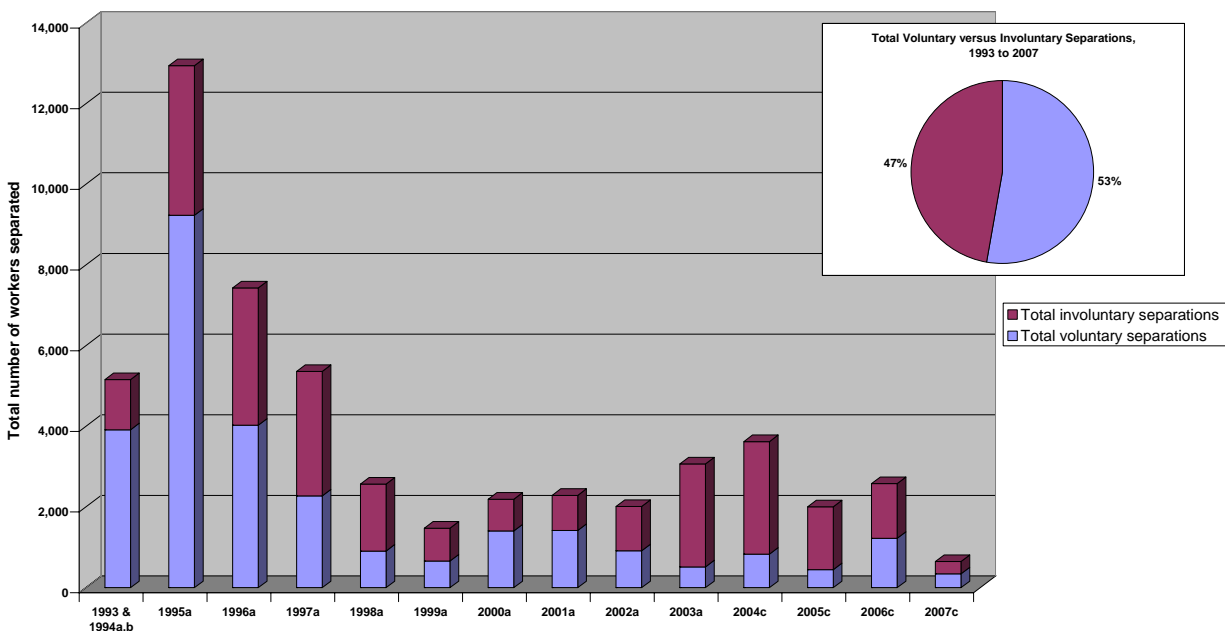
		Number of Workers	Enhanced Costs Funded by LM (Section 3161)	Program Costs Funded by Other DOE Programs	Total Costs	Average Cost per Recipient
1.0	Other Affected Workers (lines 1.1 + 1.2 + 1.3)	70	\$0	\$396,630	\$396,630	\$5,666
	1.1 Workers placed internally without retraining (same site and company)	10	0	0	0	0
	1.2 Workers placed internally through retraining programs (same site and company)	29	0	396,630	396,630	13,677
	1.3 Workers transferred to other DOE sites (same or different company)	31	0	0	0	0
2.0	Other Benefits Provided (lines 2.1 + 2.2 + 2.3 + 2.4)	938	102,708	2,665,517	2,768,225	2,951
	2.1 Displaced-worker medical benefits	626	0	2,652,183	2,652,183	4,237
	2.2 Relocation assistance to other DOE sites	0	0	0	0	0
	2.3 Separating or separated workers using outplacement	10	4,193	2,688	6,881	688
	2.4 Educational assistance for separated workers	302	98,515	10,646	109,161	361
3.0	Totals for Fiscal Year 2007 (lines 1.0 + 2.0)	1,008	102,708	3,062,147	3,164,855	3,140
4.0	Total Voluntary and Involuntary Separations and Costs for FY 2007 (Table 2–1, line 3)	650	0	14,383,467	14,383,467	22,128
5.0	Total Workforce Restructuring and Enhanced Benefits and Costs	1,658	\$102,708	\$17,445,614	\$17,548,322	\$10,584

Note: Average cost per recipient equals total cost divided by number of workers.

Key: DOE=U.S. Department of Energy; LM=Office of Legacy Management.

2.2 Workforce Restructuring Overview

Since 1993, Congress has appropriated over \$1 billion for workforce separation benefits and activities across the DOE complex and a total of 53,364 contract-worker separations have occurred. Contractor separations peaked in FY 1995 with 12,942 voluntary and involuntary separations (**Figure 2–2**), at a cost of \$289 million. In FY 2007, the 650 contract-worker separations represent the smallest number of separations that have occurred since this data was first tracked in 1993.



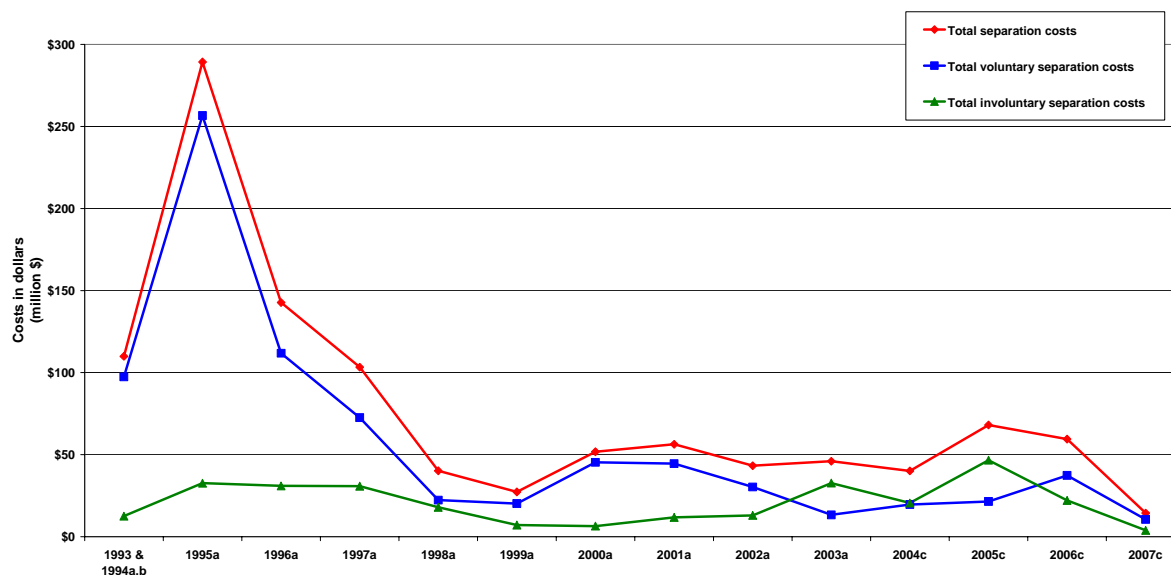
^a Includes both defense and non-defense sites.

^b Total voluntary separations include retirement and nonretirement separations.

^c Defense sites only.

Figure 2–2. Total Contractor Separations from 1993 to 2007

Since the FY 1995 peak, contractor workforce separations have fluctuated, reflecting a changing mission from production to remediation and restoration at DOE sites with cleanup missions (**Figure 2–3**). FY 2004 was the last year in which DOE received section 3161 appropriations for enhanced workforce restructuring benefits.



^a Includes both defense and non-defense sites.

^b Total voluntary separations include retirement and nonretirement separations.

^c Defense sites only.

Figure 2–3. Total Contractor Separation Costs from 1993 to 2007

Commensurate with the decline from a high volume of contractor layoffs in the early years of the program to a relatively low volume in recent years, the level of funding appropriated for workforce restructuring has been proportional to the extent of major mission changes within DOE, especially at the four closure sites: Fernald Closure Project (Fernald) and Mound in Ohio, Pinellas in Florida, and Rocky Flats Environmental Technology Site (RFETS) in Colorado. These four closure sites represent 20 percent of all contractor separations from FY 1993 to FY 2007 (**Figure 2–4**).

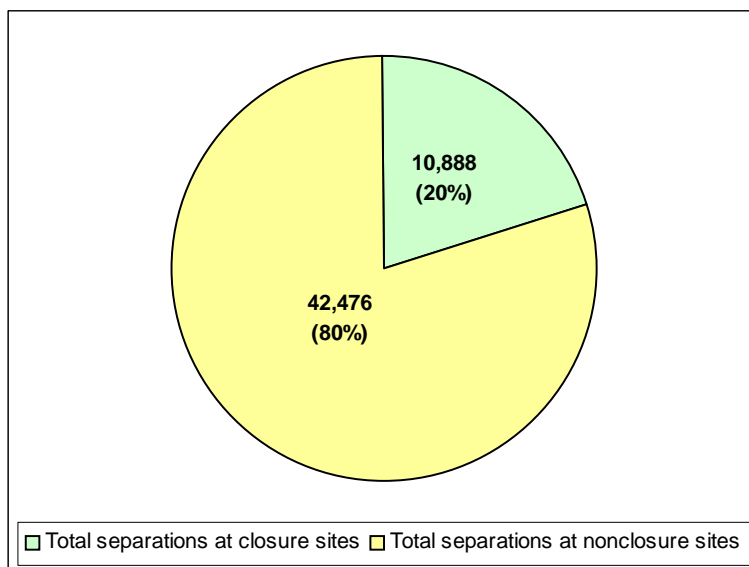


Figure 2–4. Closure Site Separations as a Percentage of All Separations, Fiscal Years 1993–2007

2.3 Mitigating Restructuring Impacts

DOE employs a number of measures to mitigate workforce restructuring impacts, especially involuntary separation impacts. These include placing at-risk workers in other positions and transferring workers to other sites with available positions created by changing missions or attrition. In FY 2007, DOE placed 70 workers in other positions, either at the same site or other sites. The majority of these workers were transferred to other programs at the same DOE site. Additionally, contractors can offer displaced workers medical benefits, relocation assistance, a variety of outplacement services, and educational assistance.

Displaced-Worker Medical Benefits. In 1992, Secretary of Energy James Watkins directed that all prime contractor employees separated from DOE sites and not otherwise eligible for another medical program would be eligible for displaced-worker medical benefits. Under this program, employees continue to participate in their former employer's medical program, but at a cost to the participant that increases over time. During the first year, the participant contributes the same amount as when employed by the contractor. In the second year, the employee pays one-half of the applicable Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA) rate. In the third and subsequent years, the employee pays the full COBRA rate. In FY 2007, extended displaced-worker medical benefits were provided to 626 workers, at an average cost of \$4,237. Recipients may have separated in prior years. In FY 2007, all extended displaced-worker medical benefits were paid out of program costs.

Relocation Assistance. DOE has offered relocation assistance to separated prime contractor employees to help them relocate to jobs at other DOE sites where such costs are not normally reimbursed, to the extent funds are available. In FY 2007, no workers received relocation assistance.

Outplacement Services. All DOE facilities included in this report have access to outplacement services to assist separated employees in finding new employment either within or outside DOE. Some sites use consultants or subcontractors to provide such services, while others use in-house contractor staff. Some centers are staffed with job counselors, state employment services personnel, and employee assistance counselors to help separated employees locate possible new employment, prepare resumes, and accommodate personal and family concerns resulting from their separations. In FY 2007, outplacement services were used by 10 workers, at an average cost of \$688. Recipients may have separated in prior years.

Educational Assistance. Employees, whether voluntarily or involuntarily separated, were often eligible in the past to receive financial assistance of up to \$10,000 per employee over a four-year period. In FY 2007, educational assistance was provided to 302 workers, at an average cost of \$361. Recipients may have separated in prior years.

2.4 Section 3161 Funds Available for Future Separations Enhanced Benefits

Congress has not appropriated any section 3161 funding for workforce separations since FY 2005. Any enhanced benefits for separated contract workers have been paid out of remaining section 3161 funds left from previous years. As of September 30, 2007, only \$1.4 million in section 3161 funds remains for enhanced benefits to be paid for future contractor workforce separations.

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3.0 COMMUNITY TRANSITION

3.1 Job Creation and Retention through Community Transition Activities

Community transition activities have created or retained 44,782 jobs since 1993. These activities were funded by nearly \$265 million in section 3161 and other DOE grants to 15 community reuse organizations (CROs) at sites impacted by downsizing at DOE facilities. Job creation rose steadily from 1993 to 2004 as community transition programs matured to create significant job growth (**Figure 3–1**). DOE's community transition program is designed to minimize social and economic impacts of workforce restructuring on communities with large numbers of residents who work at DOE facilities. The program encourages affected communities to chart their own economic future through creation of CROs, similar to the U.S. Department of Defense's Local Reuse Authorities, created to assist communities affected by military base closures.

Beginning in 1993, community transition grants were given to DOE-designated community transition organizations to fund a wide range of economic development projects, including worker training, industry recruitment, and revolving loan funds to local businesses. The four community transition organizations at Hanford, Pinellas, Oak Ridge Complex, and Mound sites collaborated with DOE to redevelop excess DOE facilities for use by commercial businesses to bring new jobs to their communities.

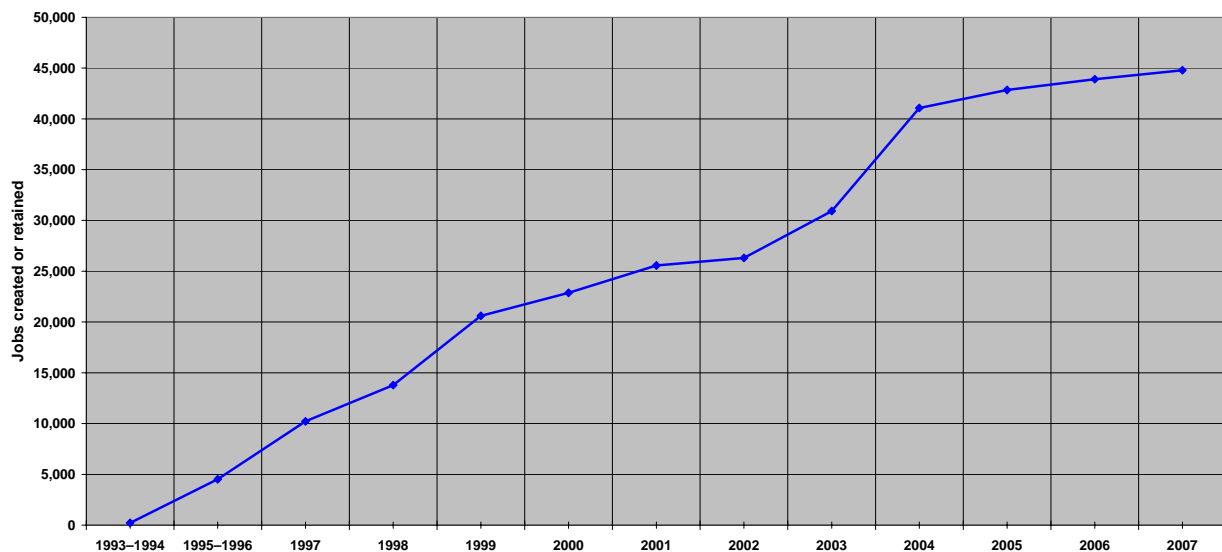


Figure 3–1. Community Reuse Organization Job Growth (Cumulative) from 1993 to 2007

3.2 Community Reuse Organizations with Remaining Section 3161 Funds

Funding for communities impacted by the changing missions at DOE facilities has corresponded to the level of contract-worker separations. More than half of all community transition funds were appropriated during the first four years of the program. Congressional appropriations for community transition activities fell sharply after FY 2002. Congress has not appropriated any section 3161 funding for either workforce separation or community transition activities since FY 2005 (**Figure 3–2**). Of the original 15 CROs, only the four CROs at Hanford, Mound, Pinellas, and the Portsmouth Gaseous Diffusion Plant (Portsmouth) had any remaining section 3161 funds for community transition activities at the end of FY 2007.

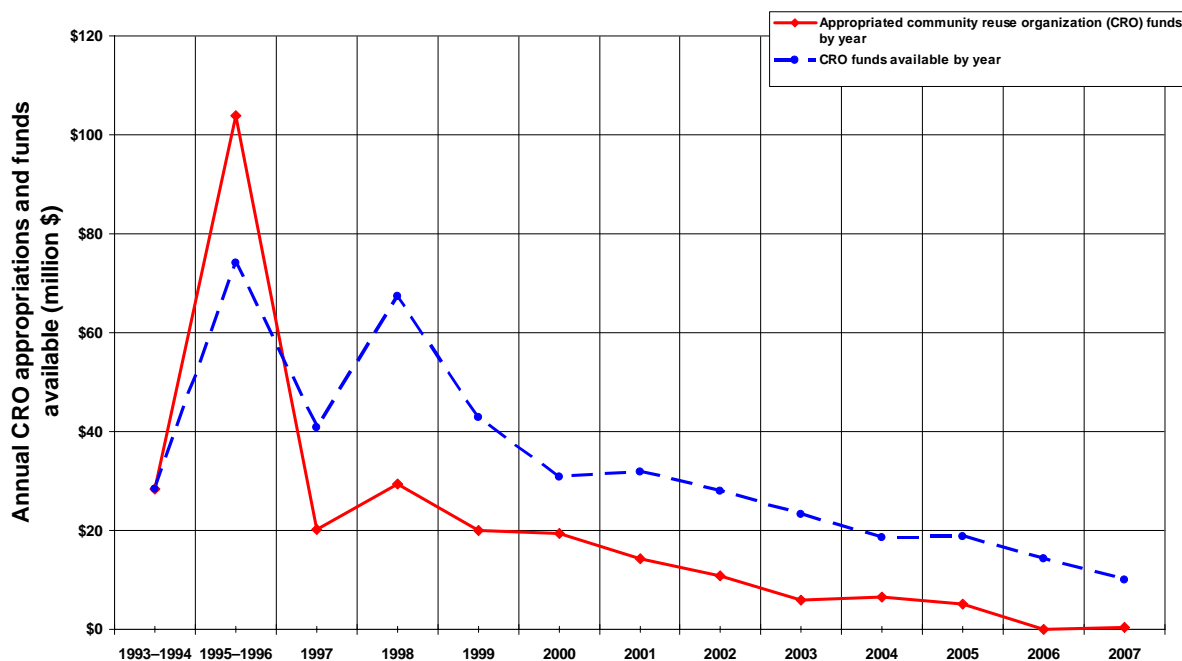


Figure 3–2. Annual Community Reuse Organization Appropriations and Funds Available from 1993 to 2007

Since FY 1993, a total of \$264,674,260, in both section 3161 and other DOE grants, has been committed complex-wide to 15 CROs. Spending on community transition activities totaled \$254,766,504 (96 percent of all committed funds) as of September 30, 2007, which helped to create or retain 44,782 jobs at an average cost of \$5,689 per job (**Table 3–1**).

**Table 3–1 Summary of Community Transition Funding and Job Creation Statistics,
Fiscal Years 1993–2007**

Site	Section 3161 Funds Committed	Other DOE Funds Committed	Total DOE Funds Committed	Funds Spent	Jobs Created or Retained (Reported)	Average Cost per Job Created
Albuquerque	\$2,909,031	\$0	\$2,909,031	\$2,909,031	689	\$4,222
Carlsbad	4,156,000	243,314	4,399,314	4,399,314	1,601	2,748
ENIPC	672,716	0	672,716	672,716	0	0
Fernald	736,921	0	736,921	736,921	0	0
Hanford	22,964,216	132,000	23,096,216	22,360,912	10,810	2,069
Idaho	7,575,000	0	7,575,000	7,575,000	3,562	2,127
Los Alamos	12,826,206	860,381	13,686,587	13,686,587	1,700	8,051
Mound	29,957,432	1,100,000	31,057,432	23,787,262	682	34,879 ^a
Nevada	15,237,891	632,417	15,870,308	15,870,308	2,728	5,818
Oak Ridge	58,289,500	0	58,289,500	58,289,500	8,924	6,532
Paducah	10,350,000	0	10,350,000	10,350,000	1,722	6,010
Pinellas	26,117,600	100,000	26,217,600	25,342,800	3,580	7,079
Portsmouth	14,785,000	100,000	14,885,000	13,857,518	1,972	7,027
Rocky Flats	1,300,000	0	1,300,000	1,300,000	0	0
Savannah River	22,671,325	30,957,310	53,628,635	53,628,635	6,812	7,873
Totals	\$230,548,838	\$34,125,422	\$264,674,260	\$254,766,504	44,782	\$5,689

^a The large average cost per job to date can be attributed to delays in redeveloping the former Mound site for commercial and industrial reuse.

Key: DOE=U.S. Department of Energy; ENIPC=Eight Northern Indian Pueblos Council, Inc.

Although the average cost to create or retain a job was \$5,689 in FY 2007, the average cost per job among the 15 CROs varied widely. Three—the Eight Northern Indian Pueblos Council, Inc. (ENIPC), Fernald, and RFETS—used their funding for planning purposes only and did not conduct any community transition activities to create jobs. The CRO at Mound is still in the process of redeveloping the site for commercial use and will not see significant job growth until additional buildings are renovated and occupied. Some CROs have been more successful at recruiting new businesses to their communities. Over 84 percent of the 10,710 jobs created or retained by the Hanford CRO were through new business recruitment.

3.3 The Future of the Community Transition Program

Section 3161 funds will soon be exhausted, but many of the CROs will continue to work on economic development activities within their communities through grants funded by other federal, state, city, and private organizations.

Of the \$9.9 million in total remaining section 3161 and other DOE funds designated for community transition activities as of September 30, 2007, remaining funds at the Miamisburg Mound Community Improvement Corporation (MMCIC) at the Mound site account for 73 percent. MMCIC determined it was best to redevelop the Mound site as a commercial industrial business park in 1994. Due to delays in decontaminating or demolishing the structures at the site, progress in redeveloping the site has been delayed. Of the 15 CROs that used their funds for community transition activities and not solely for planning purposes, MMCIC has the largest cost-per-job ratio, with each job averaging \$34,879. Only four of the eight property parcels and four of the buildings designated for MMCIC use have been transferred to the CRO. Once the remaining parcels and buildings are transferred, new tenants lease the buildings, and the redevelopment process is completed, and the average cost per job created at MMCIC should decrease.

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4.0 SITE SUMMARIES

Workforce restructuring data are shown for defense nuclear sites that (1) underwent a workforce restructuring action and/or (2) spent funds (program or section 3161) for any workforce restructuring activity during FY 2007. This includes funds spent during FY 2007 for any prior-year workforce restructuring activities.

List of Defense Nuclear Facilities

The list below reflects facilities receiving funding for DOE atomic energy defense activities, with the exception of activities under the Naval Reactor Propulsion Program. These facilities have varying degrees of defense activities, ranging from total defense dedication to a small portion of their overall activity.

Argonne National Laboratory (Illinois)
Brookhaven National Laboratory (New York)
Fernald Closure Project (Ohio)
Hanford Site (Washington State)
Idaho National Laboratory (Idaho)
Kansas City Plant (Missouri)
Lawrence Livermore National Laboratory (California and Nevada)
Los Alamos National Laboratory (New Mexico)
Miamisburg Closure Project (Ohio)
Nevada Test Site (Nevada)
Oak Ridge Complex (Tennessee)
Paducah Gaseous Diffusion Plant (Kentucky)
Pantex Plant (Texas)
Pinellas Plant (Florida)
Portsmouth Gaseous Diffusion Plant (Ohio)
Rocky Flats Environmental Technology Site (Colorado)
Sandia National Laboratories (California and New Mexico)
Savannah River Site (South Carolina)
Waste Isolation Pilot Plant (New Mexico)
Y-12 National Security Complex (Tennessee)

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4.1 Argonne National Laboratory

Argonne National Laboratory (ANL) is a large, multiprogram laboratory operated by UChicago Argonne, LLC, for DOE. ANL's mission is basic research and technology development to meet national goals in scientific leadership, energy technology, environmental quality, and national security. ANL is located in Argonne, Illinois.

Current Workforce Restructuring

In FY 2007, RIF separations totaled 21, with three voluntary and 18 involuntary (**Table 4-1**).

Table 4-1. Argonne National Laboratory Workforce Restructuring Summary, Fiscal Year 2007

		Number of Workers	Enhanced Costs Funded by LM (Section 3161)	Program Costs Funded by Other DOE Programs	Total Costs	Average Cost per Recipient
1.0	Voluntary Separations	3	\$0	\$115,572	\$115,572	\$38,524
	1.1 Early retirement	0	0	0	0	0
	1.2 Nonretirement voluntary separations (costs = severance)	3	0	115,572	115,572	38,524
2.0	Involuntary Separations (lines 2.1 + 2.2)	18	0	340,221	340,221	18,901
	2.1 With benefits (lines 2.1.1 + 2.1.2) (costs = severance)	18	0	340,221	340,221	18,901
	2.1.1 Nonconstruction workers	18	0	340,221	340,221	18,901
	2.1.2 Construction workers	0	0	0	0	0
	2.2 Without benefits	0	0	0	0	0
3.0	Total Voluntary and Involuntary Separations and Costs (lines 1.0 + 2.0)	21	\$0	\$455,793	\$455,793	\$21,704

Note: Average cost per recipient equals total cost divided by number of workers.

Key: DOE=U.S. Department of Energy; LM=Office of Legacy Management.

Other Restructuring Benefits

Additional benefits totaling \$67,365 in program costs were distributed to 22 current or previously separated workers in FY 2007 for displaced-worker medical benefits (**Table 4-2**).

Table 4–2. Argonne National Laboratory Enhanced and Other Benefits Summary, Fiscal Year 2007

		Number of Workers	Enhanced Costs Funded by LM (Section 3161)	Program Costs Funded by Other DOE Programs	Total Costs	Average Cost per Recipient
1.0	Other Affected Workers (lines 1.1 + 1.2 + 1.3)	0	\$0	\$0	\$0	\$0
	1.1 Workers placed internally without retraining (same site and company)	0	0	0	0	0
	1.2 Workers placed internally through retraining programs (same site and company)	0	0	0	0	0
	1.3 Workers transferred to other DOE sites (same or different company)	0	0	0	0	0
2.0	Other Benefits Provided (lines 2.1 + 2.2 + 2.3 + 2.4)	22	0	67,365	67,365	3,062
	2.1 Displaced-worker medical benefits ^a	22	0	67,365	67,365	3,062
	2.2 Relocation assistance to other DOE sites	0	0	0	0	0
	2.3 Separating or separated workers using outplacement	0	0	0	0	0
	2.4 Educational assistance for separated workers	0	0	0	0	0
3.0	Total Other Benefits Provided (lines 1.0 + 2.0)	22	0	67,365	67,365	3,062
4.0	Total Voluntary and Involuntary Separations and Costs for Fiscal Year 2007 (Table 4–1, line 3.0)	21	0	455,793	455,793	21,704
5.0	Total Workforce Restructuring Costs for Fiscal Year 2007 (lines 3.0 + 4.0)	43	\$0	\$523,158	\$523,158	\$12,166

^a Displaced-worker medical benefits include both contractor-paid premiums for conventional medical plans and claims paid for self-insured plans, as well as associated administrative costs.

Note: Average cost per recipient equals total cost divided by number of workers.

Key: DOE=U.S. Department of Energy; LM=Office of Legacy Management.

Workforce Restructuring Cost

The total voluntary and involuntary separation costs incurred in FY 2007 at ANL were \$455,793. Additional benefits to separated workers totaled \$67,365. The total workforce restructuring cost incurred in FY 2007 at ANL was \$523,158 (Table 4–2).

4.2 Brookhaven National Laboratory

Brookhaven National Laboratory (Brookhaven) is a large, multiprogram laboratory operated by Brookhaven Science Associates for DOE. Brookhaven conducts research in the physical, biomedical, and environmental sciences, as well as in energy technologies. Brookhaven is located in Upton, New York.

Current Workforce Restructuring

In FY 2007, RIF separations totaled 10, with eight voluntary and two involuntary (Table 4–3).

Table 4–3. Brookhaven National Laboratory Workforce Restructuring Summary, Fiscal Year 2007

		Number of Workers	Enhanced Costs Funded by LM (Section 3161)	Program Costs Funded by Other DOE Programs	Total Costs	Average Cost per Recipient
1.0	Voluntary Separations	8	\$0	\$340,242	\$340,242	\$42,530
	1.1 Early retirement	0	0	0	0	0
	1.2 Nonretirement voluntary separations (costs = severance)	8	0	340,242	340,242	42,530
2.0	Involuntary Separations (lines 2.1 + 2.2)	2	0	53,652	53,652	26,826
	2.1 With benefits (lines 2.1.1 + 2.1.2) (costs = severance)	2	0	53,652	53,652	26,826
	2.1.1 Nonconstruction workers	2	0	53,652	53,652	26,826
	2.1.2 Construction workers	0	0	0	0	0
	2.2 Without benefits	0	0	0	0	0
3.0	Total Voluntary and Involuntary Separations and Costs (lines 1.0 + 2.0)	10	\$0	\$393,894	\$393,894	\$39,389

Note: Average cost per recipient equals total cost divided by number of workers.

Key: DOE=U.S. Department of Energy; LM=Office of Legacy Management.

Other Restructuring Benefits

Additional benefits totaling \$79,981 in program costs were distributed to 23 current or previously separated workers in FY 2007 for displaced-worker medical benefits (Table 4–4).

Table 4–4. Brookhaven National Laboratory Enhanced and Other Benefits Summary, Fiscal Year 2007

		Number of Workers	Enhanced Costs Funded by LM (Section 3161)	Program Costs Funded by Other DOE Programs	Total Costs	Average Cost per Recipien t
1.0	Other Affected Workers (lines 1.1 + 1.2 + 1.3)	0	\$0	\$0	\$0	\$0
	1.1 Workers placed internally without retraining (same site and company)	0	0	0	0	0
	1.2 Workers placed internally through retraining programs (same site and company)	0	0	0	0	0
	1.3 Workers transferred to other DOE sites (same or different company)	0	0	0	0	0
2.0	Other Benefits Provided (lines 2.1 + 2.2 + 2.3 + 2.4)	23	0	79,981	79,981	3,477
	2.1 Displaced-worker medical benefits ^a	23	0	79,981	79,981	3,477
	2.2 Relocation assistance to other DOE sites	0	0	0	0	0
	2.3 Separating or separated workers using outplacement	0	0	0	0	0
	2.4 Educational assistance for separated workers	0	0	0	0	0
3.0	Total Other Benefits Provided (lines 1.0 + 2.0)	23	0	79,981	79,981	3,477
4.0	Total Voluntary and Involuntary Separations and Costs for Fiscal Year 2007 (Table 4–3, line 3.0)	10	0	393,894	393,894	39,389
5.0	Total Workforce Restructuring Costs for Fiscal Year 2007 (lines 3.0 + 4.0)	33	\$0	\$473,875	\$473,875	\$14,360

^a Displaced-worker medical benefits include both contractor-paid premiums for conventional medical plans and claims paid for self-insured plans, as well as associated administrative costs.

Note: Average cost per recipient equals total cost divided by number of workers.

Key: DOE=U.S. Department of Energy; LM=Office of Legacy Management.

Workforce Restructuring Cost

The total voluntary and involuntary separation costs incurred in FY 2007 at Brookhaven were \$393,894. Additional benefits paid to separated workers totaled \$79,981. The total workforce restructuring cost incurred in FY 2007 at Brookhaven was \$473,875 (Table 4–4).

4.3 Fernald Closure Project

Fernald was a uranium metals production facility until 1989, when production ceased. After many years of supporting the Nation's defense program, the Fernald site was identified for environmental cleanup and restoration. Since 1993, Fluor Fernald, Inc., has managed cleanup of the facility. In November 2000, they were awarded the closure contract. Fluor Fernald successfully completed the closure mission and declared physical completion on October 29, 2006.

Current Workforce Restructuring

DOE completed the Fernald Closure Project in FY 2006; no workforce restructuring actions have occurred since then, therefore no costs related to these activities were incurred in FY 2007.

Other Restructuring Benefits

Additional benefits totaling \$638,455 were distributed to 181 previously separated workers in FY 2007; of these, 146 workers received displaced-worker medical benefits at a total cost of \$613,089 in program funds; seven workers received outplacement services at a total cost of \$4,193 in section 3161 funds; and 28 workers received educational assistance at a total cost of \$21,173 in section 3161 funds (**Table 4-5**).

Table 4-5. Fernald Closure Project Enhanced and Other Benefits Summary, Fiscal Year 2007

		Number of Workers	Enhanced Costs Funded by LM (Section 3161)	Program Costs Funded by Other DOE Programs	Total Costs	Average Cost per Recipient
1.0	Other Affected Workers (lines 1.1 + 1.2 + 1.3)	0	\$0	\$0	\$0	\$0
	1.1 Workers placed internally without retraining (same site and company)	0	0	0	0	0
	1.2 Workers placed internally through retraining programs (same site and company)	0	0	0	0	0
	1.3 Workers transferred to other DOE sites (same or different company)	0	0	0	0	0
2.0	Other Benefits Provided (lines 2.1 + 2.2 + 2.3 + 2.4)	181	25,366	613,089	638,455	3,527
	2.1 Displaced-worker medical benefits ^a	146	0	613,089	613,089	4,199
	2.2 Relocation assistance to other DOE sites	0	0	0	0	0
	2.3 Separating or separated workers using outplacement	7	4,193	0	4,193	599
	2.4 Educational assistance for separated workers	28	21,173	0	21,173	756
3.0	Total Other Benefits Provided (lines 1.0 + 2.0)	181	25,366	613,089	638,455	3,527
	Total Voluntary and Involuntary Separations and					
4.0	Costs for Fiscal Year 2007	0	0	0	0	0
5.0	Total Workforce Restructuring Costs for Fiscal Year 2007 (lines 3.0 + 4.0)	181	\$25,366	\$613,089	\$638,455	\$3,527

^a Displaced-worker medical benefits include both contractor-paid premiums for conventional medical plans and claims paid for self-insured plans, as well as associated administrative costs.

Note: Average cost per recipient equals total cost divided by number of workers.

Key: DOE=U.S. Department of Energy; LM=Office of Legacy Management.

Workforce Restructuring Cost

No voluntary or involuntary separations or costs were incurred in FY 2007 at Fernald. However, additional benefits paid to 181 previously separated workers totaled \$638,455, the total workforce restructuring cost incurred in FY 2007 at Fernald (Table 4–5).

Community Transition

The Fernald CRO was established in FY 1997 as the local CRO. Its main economic development thrust has been planning and development of a business incubator, the Ohio Biztech Center. As of September 30, 2007, a total of \$736,921 has been committed to the CRO; all funds are now spent. Due to the planning nature of Fernald's current activities, no jobs were created.

4.4 Hanford Site

Hanford, located in Washington State, is engaged in a massive environmental cleanup project dealing with accumulated chemical and radioactive wastes resulting from decades of plutonium production for the Nation's nuclear weapons program. Hanford is one of the largest and most complex environmental cleanup efforts in the Nation. The DOE Richland Operations Office (RL) and Office of River Protection (ORP) manage the site. RL primary contractors are Fluor Hanford, Inc.; Washington Closure Hanford; and AdvancedMed Corporation. ORP primary contractors are CH2M HILL Hanford Group, Inc.; Advanced Technologies and Laboratories; and Bechtel National, Inc.

Current Workforce Restructuring

In FY 2007, RIF separations totaled 51, with 13 voluntary and 38 involuntary (**Table 4–6**). An additional 531 separations occurred through attrition.

Table 4–6. Hanford Site Workforce Restructuring Summary, Fiscal Year 2007

		Number of Workers	Enhanced Costs Funded by LM (Section 3161)	Program Costs Funded by Other DOE Programs	Total Costs	Average Cost per Recipient
1.0	Voluntary Separations	13	\$0	\$359,785	\$359,785	\$27,676
	1.1 Early retirement	0	0	0	0	0
	1.2 Nonretirement voluntary separations (costs = severance)	13	0	359,785	359,785	27,676
2.0	Involuntary Separations (lines 2.1 + 2.2)	38	0	471,245	471,245	12,401
	2.1 With benefits (lines 2.1.1 + 2.1.2) (costs = severance)	25	0	471,245	471,245	18,850
	2.1.1 Nonconstruction workers	25		471,245	471,245	18,850
	2.1.2 Construction workers	0	0	0	0	0
	2.2 Without benefits	13	0	0	0	0
3.0	Total Voluntary and Involuntary Separations and Costs (lines 1.0 + 2.0)	51	\$0	\$831,030	\$831,030	\$16,295

Note: Average cost per recipient equals total cost divided by number of workers.

Key: DOE=U.S. Department of Energy; LM=Office of Legacy Management.

Other Restructuring Benefits

Additional benefits totaling \$341,074 were distributed to 244 current or previously separated workers in FY 2007; of these, 114 workers received displaced-worker medical benefits at a total cost of \$335,820 in program funds; and two workers received educational assistance at a total cost of \$5,254 in section 3161 funds. One separated worker was transferred to another DOE site, and two workers were placed internally at Hanford at no cost to DOE (**Table 4–7**).

Table 4–7. Hanford Site Enhanced and Other Benefits Summary, Fiscal Year 2007

		Number of Workers	Enhanced Costs Funded by LM (Section 3161)	Program Costs Funded by Other DOE Programs	Total Costs	Average Cost per Recipient
1.0	Other Affected Workers (lines 1.1 + 1.2 + 1.3)	3	\$0	\$0	\$0	\$0
	1.1 Workers placed internally without retraining (same site and company)	2	0	0	0	0
	1.2 Workers placed internally through retraining programs (same site and company)	0	0	0	0	0
	1.3 Workers transferred to other DOE sites (same or different company)	1	0	0	0	0
2.0	Other Benefits Provided (lines 2.1 + 2.2 + 2.3 + 2.4)	116	5,254	335,820	341,074	2,940
	2.1 Displaced-worker medical benefits ^a	114	0	335,820	335,820	2,946
	2.2 Relocation assistance to other DOE sites	0	0	0	0	0
	2.3 Separating or separated workers using outplacement	0	0	0	0	0
	2.4 Educational assistance for separated workers	2	5,254	0	5,254	2,627
3.0	Total Other Benefits Provided (lines 1.0 + 2.0)	119	5,254	335,820	341,074	2,866
4.0	Total Voluntary and Involuntary Separations and Costs for Fiscal Year 2007 (Table 4–6, line 3.0)	51	0	831,030	831,030	16,295
5.0	Total Workforce Restructuring Costs for Fiscal Year 2007 (lines 3.0 + 4.0)	170	\$5,254	\$1,166,850	\$1,172,104	\$6,895

^a Displaced-worker medical benefits include both contractor-paid premiums for conventional medical plans and claims paid for self-insured plans, as well as associated administrative costs.

Note: Average cost per recipient equals total cost divided by number of workers.

Key: DOE=U.S. Department of Energy; LM=Office of Legacy Management.

Workforce Restructuring Cost

The total voluntary and involuntary separation costs incurred in FY 2007 at Hanford were \$831,030. Additional benefits paid to separated workers totaled \$341,074. The total workforce restructuring cost incurred in FY 2007 at Hanford was \$1,172,104 (Table 4–7).

Community Transition

In May 1994, economic development organizations within the Hanford area designated the Tri-City Industrial Development Council (TRIDEC) as the Hanford CRO. Because no new funding is available from the section 3161 program, TRIDEC's role as the CRO is to administer the still-active grants. The CRO is involved in management of the Tri-City Asset Reinvestment Company, an excess-property program that transfers surplus property from the site. TRIDEC continues to serve as a communication link between the site and other community interests and organizations.

As of September 30, 2007, a total of \$23,096,216 has been committed to the CRO, \$22,360,912 has been spent, and 10,810 jobs have been created or retained (Table 4–8).

Table 4–8. Hanford Site Community Transition Funding and Job Creation by Project

TRIDEC, FY 1994 through FY 2007						
Project	Section 3161 Funds Committed	Other DOE Funds Committed	Total DOE Funds Committed	Funds Spent	Jobs Created or Retained (Reported)	Average Cost per Job Created
Infrastructure	\$4,991,000	\$0	\$4,991,000	\$4,991,000	0	\$0
Financing programs	3,700,000	0	3,700,000	3,700,000	48	77,083
Community and marketing studies	1,727,814	0	1,727,814	1,727,814	0	0
Business development programs	4,842,694	132,000	4,974,694	4,974,694	1,096	4,539
Hanford reindustrialization	1,004,480	0	1,004,480	687,268	75	9,164
Minority program development TRIDEC/CBC	381,111	0	381,111	307,693	59	5,215
TRIDEC incentive fund	2,200,000	0	2,200,000	2,200,000	415	5,301
TRIDEC marketing	2,168,899	0	2,168,899	1,884,790	9,117	207
TRIDEC administration ^a	1,948,218	0	1,948,218	1,887,653	0	0
Totals	\$22,964,216	\$132,000	\$23,096,216	\$22,360,912	10,810	\$2,069

^a Funds used for planning or administrative purposes; job creation not intended.

Key: CBC=Columbia Basin College; DOE=U.S. Department of Energy; FY=fiscal year; TRIDEC=Tri-City Industrial Development Council.

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4.5 Idaho National Laboratory

Idaho National Laboratory (INL) is a science-based, nuclear energy national laboratory located in Idaho and operated by Battelle Energy Alliance, LLC, for DOE. INL's mission is to ensure the Nation's energy security with safe, competitive, and sustainable energy systems and unique national and homeland security capabilities. A major environmental cleanup program located at INL is the Idaho Cleanup Project, operated by CH2M-WG Idaho, LLC, for DOE, with a mission to accelerate reduction of environmental risk at the site. The Advanced Mixed Waste Treatment Project is another environmental management cleanup project at INL, operated by Bechtel BWXT Idaho, LLC, for DOE. The project's mission is to remove the stored transuranic (TRU) waste from the State of Idaho and continue to meet the milestones in the 1995 Settlement Agreement among the State of Idaho, the U.S. Navy, and DOE.

Current Workforce Restructuring

In FY 2007, RIF separations totaled 24, all involuntary (**Table 4-9**). An additional 458 separations occurred through attrition.

Table 4-9. Idaho National Laboratory Workforce Restructuring Summary, Fiscal Year 2007

		Number of Workers	Enhanced Costs Funded by LM (Section 3161)	Program Costs Funded by Other DOE Programs	Total Costs	Average Cost per Recipient
1.0	Voluntary Separations	0	\$0	\$0	\$0	\$0
	1.1 Early retirement	0	0	0	0	0
	1.2 Nonretirement voluntary separations (costs = severance)	0	0	0	0	0
2.0	Involuntary Separations (lines 2.1 + 2.2)	24	0	311,292	311,292	12,971
	2.1 With benefits (lines 2.1.1 + 2.1.2) (costs = severance)	24	0	311,292	311,292	12,971
	2.1.1 Nonconstruction workers	24	0	311,292	311,292	12,971
	2.1.2 Construction workers	0	0	0	0	0
	2.2 Without benefits	0	0	0	0	0
3.0	Total Voluntary and Involuntary Separations and Costs (lines 1.0 + 2.0)	24	\$0	\$311,292	\$311,292	\$12,971

Note: Average cost per recipient equals total cost divided by number of workers.

Key: DOE=U.S. Department of Energy; LM=Office of Legacy Management.

Other Restructuring Benefits

Additional benefits totaling \$225,729 in program funds were distributed to 49 current or previously separated workers in FY 2007 for displaced-worker medical benefits. In total, eight separated workers were transferred internally at INL at no cost to DOE (**Table 4-10**).

Table 4–10. Idaho National Laboratory Enhanced and Other Benefits Summary, Fiscal Year 2007

		Number of Workers	Enhanced Costs Funded by LM (Section 3161)	Program Costs Funded by Other DOE Programs	Total Costs	Average Cost per Recipient
1.0	Other Affected Workers (lines 1.1 + 1.2 + 1.3)	8	\$0	\$0	\$0	\$0
	1.1 Workers placed internally without retraining (same site and company)	8	0	0	0	0
	1.2 Workers placed internally through retraining programs (same site and company)	0	0	0	0	0
	1.3 Workers transferred to other DOE sites (same or different company)	0	0	0	0	0
2.0	Other Benefits Provided (lines 2.1 + 2.2 + 2.3 + 2.4)	49	0	225,729	225,729	4,607
	2.1 Displaced-worker medical benefits ^a	49	0	225,729	225,729	4,607
	2.2 Relocation assistance to other DOE sites	0	0	0	0	0
	2.3 Separating or separated workers using outplacement	0	0	0	0	0
	2.4 Educational assistance for separated workers	0	0	0	0	0
3.0	Total Other Benefits Provided (lines 1.0 + 2.0)	57	0	225,729	225,729	3,960
4.0	Total Voluntary and Involuntary Separations and Costs for Fiscal Year 2007 (Table 4–9, line 3.0)	24	0	311,292	311,292	12,971
5.0	Total Workforce Restructuring Costs for Fiscal Year 2007 (lines 3.0 + 4.0)	81	\$0	\$537,021	\$537,021	\$6,630

^a Displaced-worker medical benefits include only contractor-paid claims for self-insured medical plans, as well as associated administrative costs.

Note: Average cost per recipient equals total cost divided by number of workers.

Key: DOE=U.S. Department of Energy; LM=Office of Legacy Management.

Workforce Restructuring Cost

The total voluntary and involuntary separation costs incurred in FY 2007 at INL were \$311,292. Additional benefits paid to separated workers totaled \$225,729. The total workforce restructuring cost incurred in FY 2007 at INL was \$537,021 (Table 4–10).

Community Transition

The Eastern Idaho Community Reuse Organization (EICRO) was established in October 1994 to diversify the regional economy in eastern Idaho. EICRO accomplished this by creating the widest possible range of employment opportunities for the region's residents, while preserving and enhancing their quality of life. DOE provided \$30 million to the State of Idaho for economic development activities through a federal-court-mandated settlement agreement on the disposition of spent nuclear fuel. The state selected the Regional Development Alliance, Inc. (RDA), a nonprofit corporation, to receive and administer \$20.5 million of these funds and earmarked the remaining funds for other economic development projects. On January 1, 2004, RDA was designated as the CRO for Idaho and the former EICRO was dissolved. As of September 30, 2007, the state and RDA have spent a total of \$21 million and created 4,366 jobs. As of September 30, 2007, nearly \$7.6 million has been committed to EICRO and the RDA CRO; all CRO funds are now spent. In total, 3,562 jobs were created or retained by these two CROs.

4.6 Kansas City Plant

The Kansas City Plant (KCP) is a DOE National Nuclear Security Administration (NNSA) facility managed and operated by Honeywell Federal Manufacturing & Technologies (FM&T). The KCP is responsible for the development, procurement, and production of nonnuclear components for the Nation's nuclear weapons program. In addition to production capabilities, the KCP also provides technical support services for national laboratories and government agencies. These services include laboratory testing and analysis, training program development, and vehicle safeguarding. Honeywell FM&T employs more than 3,000 associates at facilities in Kansas City, Missouri; Albuquerque and Los Alamos, New Mexico; and Ft. Chaffee, Arkansas.

Current Workforce Restructuring

In FY 2007, RIF separations totaled 23, all involuntary (**Table 4–11**). An additional 199 separations occurred through attrition.

Table 4–11. Kansas City Plant Workforce Restructuring Summary, Fiscal Year 2007

		Number of Workers	Enhanced Costs Funded by LM (Section 3161)	Program Costs Funded by Other DOE Programs	Total Costs	Average Cost per Recipient
1.0	Voluntary Separations	0	\$0	\$0	\$0	\$0
	1.1 Early retirement	0	0	0	0	0
	1.2 Nonretirement voluntary separations (costs = severance)	0	0	0	0	0
2.0	Involuntary Separations (lines 2.1 + 2.2)	23	0	72,856	72,856	3,168
	2.1 With benefits (lines 2.1.1 + 2.1.2) (costs = severance)	6	0	72,856	72,856	12,143
	2.1.1 Nonconstruction workers	6	0	72,856	72,856	12,143
	2.1.2 Construction workers	0	0	0	0	0
	2.2 Without benefits	17	0	0	0	0
3.0	Total Voluntary and Involuntary Separations and Costs (lines 1.0 + 2.0)	23	\$0	\$72,856	\$72,856	\$3,168

Note: Average cost per recipient equals total cost divided by number of workers.

Key: DOE=U.S. Department of Energy; LM=Office of Legacy Management.

Other Restructuring Benefits

Additional benefits totaling \$2,688 were distributed to three current or previously separated workers in FY 2007 for outplacement services (**Table 4–12**).

Table 4–12. Kansas City Plant Enhanced and Other Benefits Summary, Fiscal Year 2007

		Number of Workers	Enhanced Costs Funded by LM (Section 3161)	Program Costs Funded by Other DOE Programs	Total Costs	Average Cost per Recipient
1.0	Other Affected Workers (lines 1.1 + 1.2 + 1.3)	0	\$0	\$0	\$0	\$0
	1.1 Workers placed internally without retraining (same site and company)	0	0	0	0	0
	1.2 Workers placed internally through retraining programs (same site and company)	0	0	0	0	0
	1.3 Workers transferred to other DOE sites (same or different company)	0	0	0	0	0
2.0	Other Benefits Provided (lines 2.1 + 2.2 + 2.3 + 2.4)	3	0	2,688	2,688	896
	2.1 Displaced-worker medical benefits	0	0	0	0	0
	2.2 Relocation assistance to other DOE sites	0	0	0	0	0
	2.3 Separating or separated workers using outplacement	3	0	2,688	2,688	896
	2.4 Educational assistance for separated workers	0	0	0	0	0
3.0	Total Other Benefits Provided (lines 1.0 + 2.0)	3	0	2,688	2,688	896
4.0	Total Voluntary and Involuntary Separations and Costs for Fiscal Year 2007 (Table 4–11, line 3.0)	23	0	72,856	72,856	3,168
5.0	Total Workforce Restructuring Costs for Fiscal Year 2007 (lines 3.0 + 4.0)	26	\$0	\$75,544	\$75,544	\$2,906

Note: Average cost per recipient equals total cost divided by number of workers.

Key: DOE=U.S. Department of Energy; LM=Office of Legacy Management.

Workforce Restructuring Cost

The total voluntary and involuntary separation costs incurred in FY 2007 at the KCP were \$72,856. Additional benefits paid to separated workers totaled \$2,688. The total workforce restructuring cost incurred in FY 2007 at the KCP was \$75,544 (Table 4–12).

4.7 Lawrence Livermore National Laboratory

Lawrence Livermore National Laboratory (LLNL) is a national security laboratory whose primary mission is strengthening the security of the United States through development and application of world-class science and technology to enhance the Nation's defense and to reduce the global threat from terrorism and weapons of mass destruction. LLNL is located in Livermore, California, and operates facilities in California and Nevada.

Current Workforce Restructuring

No workforce restructuring activities occurred in FY 2007; therefore, no costs related to these activities were incurred.

Other Restructuring Benefits

No additional benefits were paid to either current or previously separated workers at LLNL in FY 2007.

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4.8 Los Alamos National Laboratory

Los Alamos National Laboratory (LANL) is a multidisciplinary research institution engaged in strategic science on behalf of national security. LANL is operated for DOE's NNSA by a team composed of Bechtel National, the University of California, BWX Technologies, and Washington Group International.

LANL enhances national security by ensuring the safety and reliability of the U.S. nuclear stockpile; developing technologies to reduce threats from weapons of mass destruction; and solving problems related to energy, environment, infrastructure, health, and global security concerns.

Current Workforce Restructuring

No workforce restructuring activities occurred in FY 2007; therefore, no costs related to these activities were incurred.

Other Restructuring Benefits

No additional benefits were paid to either current or previously separated workers at LANL in FY 2007.

Community Transition

In 1996, DOE recognized the nonprofit Regional Development Corporation (RDC) as the CRO for northern New Mexico community transition activities. RDC's strategy is to build upon cluster-based economic development sectors. To address specific community challenges, RDC initiates and implements projects that are community-specific, regional, and/or statewide in scope and add long-term value to the regional economy. RDC has looked for new means of support and now has contracts with LANL, Los Alamos County, the New Mexico Department of Transportation, and the New Mexico Economic Development Department.

As of September 30, 2007, a total of \$13,686,587 has been committed to RDC; all funds are now spent. In total, 1,700 jobs were created or retained (**Table 4-13**).

Table 4-13. Los Alamos National Laboratory Community Transition Funding and Job Creation by Project

RDC, FY 1993 through FY 2007						
Project	Section 3161 Funds Committed	Other DOE Funds Committed	Total DOE Funds Committed	Funds Spent	Jobs Created or Retained (Reported)	Average Cost per Job Created
RDC: Closed infrastructure grants	\$6,229,883	\$0	\$6,229,883	\$6,229,883	595	\$10,470
RDC: Closed business development grants	1,693,750	0	1,693,750	1,693,750	647	2,618
RDC: Closed agriculture grants	770,502	0	770,502	770,502	41	18,793
RDC: Closed workforce development	830,774	0	830,774	830,774	135	6,154
Connect Rio Arriba	121,804	0	121,804	121,804	5	24,361
NM BIZ sites	209,000	0	209,000	209,000	250	836
RDC administrative ^a	2,148,593	0	2,148,593	2,148,593	0	0
DATF and RDC Totals	12,004,306	0	12,004,306	12,004,306	1,673	7,175
DOE-Originated Grant Totals	821,900	860,381	1,682,281	1,682,281	27	62,307
Northern New Mexico Project Totals	\$12,826,206	\$860,381	\$13,686,587	\$13,686,587	1,700	\$8,051

^a Funds used for planning or administrative purposes; job creation not intended.

Key: BIZ=business; DATF=Defense Adjustment Task Force; DOE=U.S. Department of Energy; FY=fiscal year; NM=New Mexico; RDC=Regional Development Corporation.

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4.9 Miamisburg Closure Project

Mound supported the Nation's defense program by providing nuclear research and design, development, manufacturing, and testing of nuclear weapons and spacecraft components. Mound was identified for environmental cleanup and restoration in 1997. CH2M HILL was awarded the closure contract in December 2002. They successfully completed the closure project and declared physical completion on July 31, 2006.

Current Workforce Restructuring

DOE completed the Mound Closure Project in FY 2006; no workforce restructuring actions have occurred since then, therefore no costs related to these activities were incurred in FY 2007.

Other Restructuring Benefits

Additional benefits totaling \$87,408 were distributed to 56 previously separated workers in FY 2007; of these, 13 workers received displaced-worker medical benefits at a total cost of \$75,962 in program funds, and 43 workers received educational assistance at a total cost of \$11,446 in section 3161 funds (Table 4-14).

Table 4-14. Miamisburg Closure Project Enhanced and Other Benefits Summary, Fiscal Year 2007

		Number of Workers	Enhanced Costs Funded by LM (Section 3161)	Program Costs Funded by Other DOE Programs	Total Costs	Average Cost per Recipient
1.0	Other Affected Workers (lines 1.1 + 1.2 + 1.3)	0	\$0	\$0	\$0	\$0
	1.1 Workers placed internally without retraining (same site and company)	0	0	0	0	0
	1.2 Workers placed internally through retraining programs (same site and company)	0	0	0	0	0
	1.3 Workers transferred to other DOE sites (same or different company)	0	0	0	0	0
2.0	Other Benefits Provided (lines 2.1 + 2.2 + 2.3 + 2.4)	56	11,446	75,962	87,408	1,561
	2.1 Displaced-worker medical benefits ^a	13	0	75,962	75,962	5,843
	2.2 Relocation assistance to other DOE sites	0	0	0	0	0
	2.3 Separating or separated workers using outplacement	0	0	0	0	0
	2.4 Educational assistance for separated workers	43	11,446	0	11,446	266
3.0	Total Other Benefits Provided (lines 1.0 + 2.0)	56	11,446	75,962	87,408	1,561
4.0	Total Voluntary and Involuntary Separations and Costs for Fiscal Year 2007	0	0	0	0	0
5.0	Total Workforce Restructuring Costs for Fiscal Year 2007 (lines 3.0 + 4.0)	56	\$11,446	\$75,962	\$87,408	\$1,561

^a Displaced-worker medical benefits include both contractor-paid premiums for conventional medical plans and claims paid for self-insured plans, as well as associated administrative costs.

Note: Average cost per recipient equals total cost divided by number of workers.

Key: DOE=U.S. Department of Energy; LM=Office of Legacy Management.

Workforce Restructuring Cost

No voluntary or involuntary separations or costs were incurred in FY 2007 at Mound. Additional benefits paid to 56 previously separated workers totaled \$87,408, the total workforce restructuring cost incurred in FY 2007 at Mound (Table 4-14).

Community Transition

The eventual closure of the Mound facility initiated new roles and responsibilities for DOE and led to MMCIC, a not-for-profit corporation established by the City of Miamisburg in FY 1997 to redevelop and reuse the Mound site, as well as transfer its assets for reuse. MMCIC was chartered with the vision of establishing the site as an economically viable, privately owned technology and industry center called the Mound Advanced Technology Center. MMCIC is now focusing on commercialization of the Mound site. The mission of the partnership between DOE and the local community (represented by MMCIC) is to identify and assemble resources and capabilities needed to address impacts resulting from Mound's closure. The shared goal is to complete cleanup in a timely manner and help MMCIC achieve successful reuse of Mound.

As of September 30, 2007, a total of \$31,057,432 has been committed to MMCIC, of which \$23,787,262 has been spent. In total, 682 jobs were created or retained (**Table 4-15**).

Table 4-15. Mound Community Transition Funding and Job Creation by Project

MMCIC, FY 1994 through FY 2007						
Project	Section 3161 Funds Committed	Other DOE Funds Committed	Total DOE Funds Committed	Funds Spent	Jobs Created or Retained (Reported)	Average Cost per Job Created
Building improvements and construction	\$10,502,127	\$0	\$10,502,127	\$6,431,353	0	\$0
Infrastructure improvements and construction	6,415,127	900,000	7,315,127	4,115,731	0	0
Site ownership	1,764,674	0	1,764,674	1,764,674	0	0
Facility management and leasing	6,372,529	0	6,372,529	6,372,529	682	9,344
Personal property management	570,000	0	570,000	570,000	0	0
Comprehensive reuse plan update	300,000	0	300,000	300,000	0	0
Marketing and public interface	1,624,433	0	1,624,433	1,624,433	0	0
Administration ^a	2,408,542	200,000	2,608,542	2,608,542	0	0
Totals	\$29,957,432	\$1,100,000	\$31,057,432	\$23,787,262	682	\$34,879

^a Funds used for planning or administrative purposes; job creation not intended.

Key: DOE=U.S. Department of Energy; FY=fiscal year; MMCIC=Miamisburg Mound Community Improvement Corporation.

4.10 Nevada Test Site

Established as the Atomic Energy Commission's on-continent proving ground, the Nevada Test Site (NTS) has seen more than four decades of nuclear weapons testing. Since the nuclear weapons testing moratorium in 1992, NTS use has diversified under DOE's direction into many other programs, such as hazardous chemical spill testing, emergency response training, conventional weapons testing, and waste management and environmental technology studies. NTS, located in Nevada, is managed and operated for DOE by National Security Technologies, LLC.

Current Workforce Restructuring

In FY 2007, RIF separations totaled 64, all involuntary (**Table 4-16**). An additional 231 separations occurred through attrition.

Table 4-16. Nevada Test Site Workforce Restructuring Summary, Fiscal Year 2007

		Number of Workers	Enhanced Costs Funded by LM (Section 3161)	Program Costs Funded by Other DOE Programs	Total Costs	Average Cost per Recipient
1.0	Voluntary Separations	0	\$0	\$0	\$0	\$0
	1.1 Early retirement	0	0	0	0	0
	1.2 Nonretirement voluntary separations (costs = severance)	0	0	0	0	0
2.0	Involuntary Separations (lines 2.1 + 2.2)	64	0	192,077	192,077	3,001
	2.1 With benefits (lines 2.1.1 + 2.1.2) (costs = severance)	12	0	192,077	192,077	16,006
	2.1.1 Nonconstruction workers	12	0	192,077	192,077	16,006
	2.1.2 Construction workers	0	0	0	0	0
	2.2 Without benefits	52	0	0	0	0
3.0	Total Voluntary and Involuntary Separations and Costs (lines 1.0 + 2.0)	64	\$0	\$192,077	\$192,077	\$3,001

Note: Average cost per recipient equals total cost divided by number of workers.

Key: DOE=U.S. Department of Energy; LM=Office of Legacy Management.

Other Restructuring Benefits

Additional benefits totaling \$341,382 were distributed to 26 current or previously separated workers in FY 2007 for displaced-worker medical benefits (**Table 4-17**).

Table 4–17. Nevada Test Site Enhanced and Other Benefits Summary, Fiscal Year 2007

		Number of Workers	Enhanced Costs Funded by LM (Section 3161)	Program Costs Funded by Other DOE Programs	Total Costs	Average Cost per Recipient
1.0	Other Affected Workers (lines 1.1 + 1.2 + 1.3)	0	\$0	\$0	\$0	\$0
	1.1 Workers placed internally without retraining (same site and company)	0	0	0	0	0
	1.2 Workers placed internally through retraining programs (same site and company)	0	0	0	0	0
	1.3 Workers transferred to other DOE sites (same or different company)	0	0	0	0	0
2.0	Other Benefits Provided (lines 2.1 + 2.2 + 2.3 + 2.4)	26	0	341,382	341,382	13,130
	2.1 Displaced-worker medical benefits ^a	26	0	341,382	341,382	13,130
	2.2 Relocation assistance to other DOE sites	0	0	0	0	0
	2.3 Separating or separated workers using outplacement	0	0	0	0	0
	2.4 Educational assistance for separated workers	0	0	0	0	0
3.0	Total Other Benefits Provided (lines 1.0 + 2.0)	26	0	341,382	341,382	13,130
4.0	Total Voluntary and Involuntary Separations and Costs for Fiscal Year 2007 (Table 4–16, line 3.0)	64	0	192,077	192,077	3,001
5.0	Total Workforce Restructuring Costs for Fiscal Year 2007 (lines 3.0 + 4.0)	90	\$0	\$533,459	\$533,459	\$5,927

^a Displaced-worker medical benefits include only contractor-paid premiums for conventional medical plans.

Note: Average cost per recipient equals total cost divided by number of workers.

Key: DOE=U.S. Department of Energy; LM=Office of Legacy Management.

Workforce Restructuring Cost

The total voluntary and involuntary separation costs incurred in FY 2007 at NTS were \$192,077, and \$341,382 was paid in additional benefits to separated workers. The total workforce restructuring cost incurred in FY 2007 at NTS was \$533,459 (Table 4–17).

Community Transition

The Nevada Test Site Development Corporation (NTSDC) was designated as the CRO in June 1995 to partner with DOE for community transition and commercialization efforts in the NTS area. As of September 30, 2007, nearly \$15.9 million has been committed to NTSDC, all of which is now spent. In total, 2,728 jobs were created or retained.

4.11 Oak Ridge Complex

The Oak Ridge Complex, located in Tennessee, spans the technology development continuum from purely basic science to programs that include environmental remediation, waste management, and asset utilization initiatives. The complex includes the East Tennessee Technology Park, Oak Ridge Institute for Science and Education, and Oak Ridge National Laboratory. The complex provides a formidable resource for developing and deploying basic and applied research and restoration of areas environmentally impacted by decades of nuclear weapons activity.

Current Workforce Restructuring

In FY 2007, RIF separations totaled 68, all involuntary (**Table 4–18**). An additional 128 separations occurred through attrition.

Table 4–18. Oak Ridge Complex Workforce Restructuring Summary, Fiscal Year 2007

		Number of Workers	Enhanced Costs Funded by LM (Section 3161)	Program Costs Funded by Other DOE Programs	Total Costs	Average Cost per Recipient
1.0	Voluntary Separations	0	\$0	\$0	\$0	\$0
	1.1 Early retirement	0	0	0	0	0
	1.2 Nonretirement voluntary separations (costs = severance)	0	0	0	0	0
2.0	Involuntary Separations (lines 2.1 + 2.2)	68	0	1,529,549	1,529,549	22,493
	2.1 With benefits (lines 2.1.1 + 2.1.2) (costs = severance)	47	0	1,529,549	1,529,549	32,544
	2.1.1 Nonconstruction workers	39	0	1,504,409	1,504,409	38,575
	2.1.2 Construction workers	8	0	25,140	25,140	3,143
	2.2 Without benefits	21	0	0	0	0
3.0	Total Voluntary and Involuntary Separations and Costs (lines 1.0 + 2.0)	68	\$0	\$1,529,549	\$1,529,549	\$22,493

Note: Average cost per recipient equals total cost divided by number of workers.

Key: DOE=U.S. Department of Energy; LM=Office of Legacy Management.

Other Restructuring Benefits

Additional benefits totaling \$95,847 were distributed to 26 current or previously separated workers in FY 2007; of these, 23 workers received displaced-worker medical benefits at a total cost of \$85,201, and two workers received educational assistance at a total cost of \$10,646 in program funds. One separated worker was transferred to another DOE site at no cost to DOE (**Table 4–19**).

Table 4–19. Oak Ridge Complex Enhanced and Other Benefits Summary, Fiscal Year 2007

		Number of Workers	Enhanced Costs Funded by LM (Section 3161)	Program Costs Funded by Other DOE Programs	Total Costs	Average Cost per Recipient
1.0	Other Affected Workers (lines 1.1 + 1.2 + 1.3)	1	\$0	\$0	\$0	\$0
	1.1 Workers placed internally without retraining (same site and company)	0	0	0	0	0
	1.2 Workers placed internally through retraining programs (same site and company)	0	0	0	0	0
	1.3 Workers transferred to other DOE sites (same or different company)	1	0	0	0	0
2.0	Other Benefits Provided (lines 2.1 + 2.2 + 2.3 + 2.4)	25	0	95,847	95,847	3,834
	2.1 Displaced-worker medical benefits ^a	23	0	85,201	85,201	3,704
	2.2 Relocation assistance to other DOE sites	0	0	0	0	0
	2.3 Separating or separated workers using outplacement	0	0	0	0	
	2.4 Educational assistance for separated workers	2		10,646	10,646	5,323
3.0	Total Other Benefits Provided (lines 1.0 + 2.0)	26	0	95,847	95,847	3,686
4.0	Total Voluntary and Involuntary Separations and Costs for Fiscal Year 2007 (Table 4–18, line 3.0)	68	0	1,529,549	1,529,549	22,493
5.0	Total Workforce Restructuring Costs for Fiscal Year 2007 (lines 3.0 + 4.0)	94	\$0	\$1,625,396	\$1,625,396	\$17,291

^a Displaced-worker medical benefits include both contractor-paid premiums for conventional medical plans and claims paid for self-insured plans, as well as associated administrative costs.

Note: Average cost per recipient equals total cost divided by number of workers.

Key: DOE=U.S. Department of Energy; LM=Office of Legacy Management.

Workforce Restructuring Cost

The total voluntary and involuntary separation costs incurred in FY 2007 at the Oak Ridge Complex were \$1,529,549, and \$95,847 was paid in additional benefits to separated workers. The total workforce restructuring cost incurred in FY 2007 at the Oak Ridge Complex was \$1,625,396 (Table 4–19).

Community Transition

The Community Reuse Organization of East Tennessee (CROET) was established in November 1995, replacing the East Tennessee Economic Council as the local CRO. CROET is a nonprofit economic development organization that assists the private sector in creating quality jobs in the region by using the underutilized land, facilities, equipment, personnel, and technologies available at DOE's K-25 Plant in Oak Ridge, Tennessee (Heritage Center). As the CRO for the region, CROET is the community's primary liaison to DOE for community transition issues. It continues to be involved in leasing agreements that encourage reindustrialization of the East Tennessee Technology Park (Heritage and Horizon Centers) and fosters economic development in the affected communities through federal grants.

As of September 30, 2007, nearly \$58.3 million has been committed to the CRO and the management and operating contractor; all funds are now spent. In total, 8,924 jobs were created or retained.

4.12 Paducah Gaseous Diffusion Plant

The Paducah Gaseous Diffusion Plant (Paducah), located in Kentucky, began production of enriched uranium in 1952. Paducah's mission includes environmental cleanup and waste management; the enrichment facilities' mission includes management of depleted uranium hexafluoride generated prior to July 1993 and maintenance of nonleased buildings and grounds. The primary contractors for DOE activities at Paducah include Paducah Remediation Services (remediation contractor), Swift and Staley (infrastructure contractor), and Uranium Disposition Services (depleted uranium hexafluoride [DUF6] contractor).

Current Workforce Restructuring

In FY 2007, RIF separations totaled 39, all involuntary (**Table 4–20**). An additional 11 separations occurred through attrition.

Table 4–20. Paducah Gaseous Diffusion Plant Workforce Restructuring Summary, Fiscal Year 2007

		Number of Workers	Enhanced Costs Funded by LM (Section 3161)	Program Costs Funded by Other DOE Programs	Total Costs	Average Cost per Recipient
1.0	Voluntary Separations	0	\$0	\$0	\$0	\$0
	1.1 Early retirement	0	0	0	0	0
	1.2 Nonretirement voluntary separations (costs = severance)	0	0	0	0	0
2.0	Involuntary Separations (lines 2.1 + 2.2)	39	0	114,859	114,859	2,945
	2.1 With benefits (lines 2.1.1 + 2.1.2) (costs = severance)	36	0	114,859	114,859	3,191
	2.1.1 Nonconstruction workers	36	0	114,859	114,859	3,191
	2.1.2 Construction workers	0	0	0	0	0
	2.2 Without benefits	3	0	0	0	0
3.0	Total Voluntary and Involuntary Separations and Costs (lines 1.0 + 2.0)	39	\$0	\$114,859	\$114,859	\$2,945

Note: Average cost per recipient equals total cost divided by number of workers.

Key: DOE=U.S. Department of Energy; LM=Office of Legacy Management.

Other Restructuring Benefits

Additional benefits totaling \$133,080 were distributed to 22 current or previously separated workers in FY 2007 for displaced-worker medical benefits (**Table 4–21**).

Table 4–21. Paducah Gaseous Diffusion Plant Enhanced and Other Benefits Summary, Fiscal Year 2007

		Number of Workers	Enhanced Costs Funded by LM (Section 3161)	Program Costs Funded by Other DOE Programs	Total Costs	Average Cost per Recipient
1.0	Other Affected Workers (lines 1.1 + 1.2 + 1.3)	0	\$0	\$0	\$0	\$0
	1.1 Workers placed internally without retraining (same site and company)	0	0	0	0	0
	1.2 Workers placed internally through retraining programs (same site and company)	0	0	0	0	0
	1.3 Workers transferred to other DOE sites (same or different company)	0	0	0	0	0
2.0	Other Benefits Provided (lines 2.1 + 2.2 + 2.3 + 2.4)	22	0	133,080	133,080	6,049
	2.1 Displaced-worker medical benefits ^a	22	0	133,080	133,080	6,049
	2.2 Relocation assistance to other DOE sites	0	0	0	0	0
	2.3 Separating or separated workers using outplacement	0	0	0	0	0
	2.4 Educational assistance for separated workers	0	0	0	0	0
3.0	Total Other Benefits Provided (lines 1.0 + 2.0)	22	0	133,080	133,080	6,049
4.0	Total Voluntary and Involuntary Separations and Costs for Fiscal Year 2007 (Table 4–20, line 3.0)	39	0	114,859	114,859	2,945
5.0	Total Workforce Restructuring Costs for Fiscal Year 2007 (lines 3.0 + 4.0)	61	\$0	\$247,939	\$247,939	\$4,065

^a Displaced-worker medical benefits include only contractor-paid premiums for conventional medical plans.

Note: Average cost per recipient equals total cost divided by number of workers.

Key: DOE=U.S. Department of Energy; LM=Office of Legacy Management.

Workforce Restructuring Cost

The total voluntary and involuntary separation costs incurred in FY 2007 at Paducah were \$114,859, and \$133,080 was paid in additional benefits to separated workers. The total workforce restructuring cost incurred in FY 2007 at Paducah was \$247,939 (Table 4–21).

Community Transition

The Paducah-Area Community Reuse Organization (PACRO) was established in August 1997 to mitigate effects of DOE workforce restructuring at Paducah. The PACRO impact area was designed to represent counties where the majority of the Paducah workforce lives: McCracken, Ballard, Graves, and Marshall Counties in western Kentucky and Massac County in southern Illinois. As of September 30, 2007, a total of \$10.35 million has been committed to PACRO, and all funds are now spent. In total, 1,722 jobs were created or retained.

4.13 Pantex Plant

The Pantex Plant (Pantex) is charged with maintaining the safety, security, and reliability of the Nation's nuclear weapons stockpile by providing the capabilities to assemble nuclear and nonnuclear components into nuclear weapons, disassemble retired nuclear weapons, and perform surveillance activities. The facility, located in Texas, is managed and operated for NNSA by BWXT Pantex, a limited liability enterprise of BWX Technologies and Honeywell.

Current Workforce Restructuring

No workforce restructuring activities occurred in FY 2007; therefore, no costs related to these activities were incurred.

Other Restructuring Benefits

No additional benefits were paid to either current or previously separated workers at Pantex in FY 2007.

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4.14 Pinellas Plant

Current Workforce Restructuring

DOE closed Pinellas in late 1997; no workforce restructuring actions have occurred since then.

Other Restructuring Benefits

No workforce restructuring actions have occurred at Pinellas since 1997; therefore, no additional benefits were paid to either current or previously separated workers in FY 2007.

Community Transition

In August 1993, the Tampa Bay community formed a task force consisting of organizations interested in mitigating possible adverse consequences of closing the former DOE Pinellas weapons plant and committed to utilizing its resources to help maintain technologies developed at the plant. The original stakeholder structure evolved into the Pinellas CRO, which was established by DOE in January 1995. This program is the world's first successful transition of a former nuclear manufacturing facility to a commercial, high-technology center.

As of September 30, 2007, a total of \$26,217,600 has been committed to the Pinellas CRO; \$25,342,800 has been spent. In total, 3,580 jobs were created or retained (**Table 4–22**).

Table 4–22. Pinellas Plant Community Transition Funding and Job Creation by Project

Pinellas Plant CRO, FY 1994 through FY 2007						
Project	Section 3161 Funds Committed	Other DOE Funds Committed	Total DOE Funds Committed	Funds Spent	Jobs Created or Retained (Reported)	Average Cost per Job Created
Community stakeholder planning ^a	\$400,000	\$100,000	\$500,000	\$500,000	0	\$0
Innovation Commercialization Program	587,000	0	587,000	587,000	450	1,304
Pinellas Plant transition	17,592,900	0	17,592,900	16,718,100	2,780	6,014
Pinellas Plant seed projects	1,275,000	0	1,275,000	1,275,000	54	23,611
Pinellas Plant spinoffs	200,000	0	200,000	200,000	9	22,222
Seed/challenge funds	579,700	0	579,700	579,700	15	38,647
Suncoast Manufacturing Technology Center	334,700	0	334,700	334,700	125	2,678
Technology Deployment Center	4,388,000	0	4,388,000	4,388,000	87	50,437
STAR TEC	400,000	0	400,000	400,000	60	6,667
CRO administration ^a	360,300	0	360,300	360,300	0	0
Totals	\$26,117,600	\$100,000	\$26,217,600	\$25,342,800	3,580	\$7,079

^a Funds used for planning or administrative purposes; job creation not intended.

Key: CRO=community reuse organization; DOE=U.S. Department of Energy; FY=fiscal year; STAR TEC=Science, Technology, and Research Technology Enterprise Center.

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4.15 Portsmouth Gaseous Diffusion Plant

Portsmouth, built in the 1950s in Ohio, was needed to provide uranium-235 for both government and commercial users. In May 2001, the United States Enrichment Corporation (USEC) stopped enriching uranium through the gaseous diffusion process at Portsmouth; DOE then placed the Portsmouth gaseous diffusion facilities into safe standby status. (On October 1, 2005, DOE subsequently placed the facilities into cold shutdown status.) In 2002, USEC entered into an agreement with DOE to facilitate deployment of advanced enrichment technology and subsequently expressed a desire to locate its American Centrifuge Plant, based on gas centrifuge enrichment technology, at the Portsmouth site by the end of the decade. Along with USEC, the primary contractors for DOE activities at Portsmouth include LATA/Parallax Portsmouth, LLC (remediation contractor); ThetaPro2Serve (infrastructure contractor); and Uranium Disposition Services (DUF6 contractor).

Current Workforce Restructuring

In FY 2007, RIF separations totaled 15, all involuntary (Table 4–23). An additional 48 separations occurred through attrition.

Table 4–23. Portsmouth Gaseous Diffusion Plant Workforce Restructuring Summary, Fiscal Year 2007

		Number of Workers	Enhanced Costs Funded by LM (Section 3161)	Program Costs Funded by Other DOE Programs	Total Costs	Average Cost per Recipient
1.0	Voluntary Separations	0	\$0	\$0	\$0	\$0
	1.1 Early retirement	0	0	0	0	0
	1.2 Nonretirement voluntary separations (costs = severance)	0	0	0	0	0
2.0	Involuntary Separations (lines 2.1 + 2.2)	15	0	93,195	93,195	6,213
	2.1 With benefits (lines 2.1.1 + 2.1.2) (costs = severance)	6	0	93,195	93,195	15,533
	2.1.1 Nonconstruction workers	6	0	93,195	93,195	15,533
	2.1.2 Construction workers	0	0	0	0	0
	2.2 Without benefits	9	0	0	0	0
3.0	Total Voluntary and Involuntary Separations and Costs (lines 1.0 + 2.0)	15	\$0	\$93,195	\$93,195	\$6,213

Note: Average cost per recipient equals total cost divided by number of workers.

Key: DOE=U.S. Department of Energy; LM=Office of Legacy Management.

Other Restructuring Benefits

No additional benefits were distributed to either current or previously separated workers in FY 2007 at Portsmouth.

Workforce Restructuring Cost

The total voluntary and involuntary separation costs incurred in FY 2007 at Portsmouth were \$93,195, the total workforce restructuring cost incurred in FY 2007 at Portsmouth (Table 4–23).

Community Transition

The Southern Ohio Diversification Initiative (SODI) was incorporated in July 1997 to serve as the CRO for the DOE Portsmouth site in Piketon, Ohio. Prior to incorporation, a \$500,000 planning grant was awarded to the Ohio Valley Regional Development Commission for community transition activities. SODI operated under the auspices of the commission from February 1996 until DOE implementation funds were awarded in 1998. SODI is governed by a board of directors from the four-county impact area of the following Ohio counties: Jackson, Pike, Ross, and Scioto. The four-county impact area represents the home residency of more than 90 percent of the site workforce. Local elected officials; site labor; site management; and health, business, and economic development sectors are represented on the SODI Board of Directors. As of September 30, 2007, a total of \$14,885,000 has been committed to SODI, of which \$13,857,518 has been spent. In total, 1,972 jobs were created or retained (**Table 4–24**).

Table 4–24. Portsmouth Community Transition Funding and Job Creation by Project

SODI, FY 1996 through FY 2007						
Project	Section 3161 Funds Committed	Other DOE Funds Committed	Total DOE Funds Committed	Funds Spent	Jobs Created or Retained (Reported)	Average Cost per Job Created
Zahn's Corner	\$3,109,556	\$0	\$3,109,556	\$3,078,000	588	\$5,235
New Boston Industrial Park	2,550,000	0	2,550,000	2,550,000	690	3,696
Worker training facility/program	500,000	0	500,000	286,600	0	0
Gateway Industrial Park	1,150,000	0	1,150,000	1,150,000	90	12,778
Reuse	250,000	0	250,000	250,000	100	2,500
Enterprise Training and Development	1,200,000	0	1,200,000	970,000	130	7,462
Incubator Facility	385,000	0	385,000	338,850	105	3,227
Business Seed Fund	350,000	0	350,000	325,000	34	9,559
Regional marketing	350,000	0	350,000	335,000	0	0
EM training	0	100,000	100,000	100,000	0	0
Intermodal Facility	25,444	0	25,444	25,444	0	0
Administration ^a	1,985,000	0	1,985,000	1,518,624	0	0
Closed projects	1,000,000	0	1,000,000	1,000,000	135	7,407
Closed planning studies	1,930,000	0	1,930,000	1,930,000	100	19,300
Totals	\$14,785,000	\$100,000	\$14,885,000	\$13,857,518	1,972	\$7,027

^a Funds used for planning or administrative purposes; job creation not intended.

Key: DOE=U.S. Department of Energy; EM=environmental management; FY=fiscal year; SODI=Southern Ohio Diversification Initiative.

4.16 Rocky Flats Environmental Technology Site

RFETS was originally established as a nuclear weapons production facility. In the late 1990s, the RFETS mission evolved to one of environmental cleanup. RFETS, managed by Kaiser-Hill Company and its team of major subcontractors, successfully achieved the environmental cleanup mission, declaring physical cleanup completion on October 12, 2005.

Current Workforce Restructuring

DOE completed the RFETS closure in FY 2006; no workforce restructuring actions have occurred since that time, therefore no workforce costs were incurred in FY 2007.

Other Restructuring Benefits

Additional benefits totaling \$613,727 were distributed to 277 current or previously separated workers in FY 2007; of these, 50 workers received displaced-worker medical benefits at a total cost of \$553,085 in program funds, and 227 workers received educational assistance at a total cost of \$60,642 in section 3161 funds (Table 4-25).

Table 4-25. Rocky Flats Environmental Technology Site Enhanced and Other Benefits Summary, Fiscal Year 2007

		Number of Workers	Enhanced Costs Funded by LM (Section 3161)	Program Costs Funded by Other DOE Programs	Total Costs	Average Cost per Recipient
1.0	Other Affected Workers (lines 1.1 + 1.2 + 1.3)	0	\$0	\$0	\$0	\$0
	1.1 Workers placed internally without retraining (same site and company)	0	0	0	0	0
	1.2 Workers placed internally through retraining programs (same site and company)	0	0	0	0	0
	1.3 Workers transferred to other DOE sites (same or different company)	0	0	0	0	0
2.0	Other Benefits Provided (lines 2.1 + 2.2 + 2.3 + 2.4)	277	60,642	553,085	613,727	2,216
	2.1 Displaced-worker medical benefits	50	0	553,085	553,085	11,062
	2.2 Relocation assistance to other DOE sites	0	0	0	0	0
	2.3 Separating or separated workers using outplacement	0	0	0	0	0
	2.4 Educational assistance for separated workers	227	60,642	0	60,642	267
3.0	Total Other Benefits Provided (lines 1.0 + 2.0)	277	60,642	553,085	613,727	2,216
	Total Voluntary and Involuntary Separations and					
4.0	Costs for Fiscal Year 2007	0	0	0	0	0
	Total Workforce Restructuring Costs for Fiscal					
5.0	Year 2007 (lines 3.0 + 4.0)	277	\$60,642	\$553,085	\$613,727	\$2,216

Note: Average cost per recipient equals total cost divided by number of workers.

Key: DOE=U.S. Department of Energy; LM=Office of Legacy Management.

Workforce Restructuring Cost

No voluntary or involuntary separation costs were incurred in FY 2007 at RFETS. The total workforce restructuring cost incurred at RFETS in FY 2007 was \$613,727, paid in additional benefits to previously separated workers.

Community Transition

The Rocky Flats Coalition of Local Governments (Coalition) was established in February 1999 by an intergovernmental agreement among the seven local governments bordering RFETS and was designated as the CRO for the Rocky Flats area in June 1999. The mission of the Coalition is to provide an effective vehicle for local governments and their citizens to work together on issues of mutual concern relating to the safe, prompt, and effective cleanup and closure of RFETS. As of September 30, 2007, a total of \$1.3 million has been committed to the CRO. All funds have been spent, and the Coalition has been dissolved. Due to the planning nature of Rocky Flats' current activities, no jobs were created.

4.17 Sandia National Laboratories

Sandia National Laboratories (Sandia) is one of the largest research and development facilities in the Nation. Sandia provides scientific and engineering solutions to meet national needs in nuclear weapons and related defense systems, energy security, and environmental integrity and to address emerging national challenges for both government and industry. Sandia, with facilities in California and New Mexico, is managed and operated by Sandia Corporation, a wholly owned subsidiary of Lockheed Martin Corporation.

Current Workforce Restructuring

In FY 2007, RIF separations totaled 12, all involuntary (Table 4–26).

Table 4–26. Sandia National Laboratories Workforce Restructuring Summary, Fiscal Year 2007

		Number of Workers	Enhanced Costs Funded by LM (Section 3161)	Program Costs Funded by Other DOE Programs	Total Costs	Average Cost per Recipient
1.0	Voluntary Separations	0	\$0	\$0	\$0	\$0
	1.1 Early retirement	0	0	0	0	0
	1.2 Nonretirement voluntary separations (costs = severance)	0	0	0	0	0
2.0	Involuntary Separations (lines 2.1 + 2.2)	12	0	538,967	538,967	44,914
	2.1 With benefits (lines 2.1.1 + 2.1.2) (costs = severance)	12	0	538,967	538,967	44,914
	2.1.1 Nonconstruction workers	12	0	538,967	538,967	44,914
	2.1.2 Construction workers	0	0	0	0	0
	2.2 Without benefits	0	0	0	0	0
3.0	Total Voluntary and Involuntary Separations and Costs (lines 1.0 + 2.0)	12	\$0	\$538,967	\$538,967	\$44,914

Note: Average cost per recipient equals total cost divided by number of workers.

Key: DOE=U.S. Department of Energy; LM=Office of Legacy Management.

Other Restructuring Benefits

In total, 29 separated workers were transferred to other programs at Sandia internally through retraining at a total cost of \$396,630. No other additional benefits were distributed to either current or previously separated workers in FY 2007 at Sandia (Table 4–27).

Table 4–27. Sandia National Laboratories Enhanced and Other Benefits Summary, Fiscal Year 2007

		Number of Workers	Enhanced Costs Funded by LM (Section 3161)	Program Costs Funded by Other DOE Programs	Total Costs	Average Cost per Recipient
1.0	Other Affected Workers (lines 1.1 + 1.2 + 1.3)	29	\$0	\$396,630	\$396,630	\$13,677
	1.1 Workers placed internally without retraining (same site and company)	0	0	0	0	0
	1.2 Workers placed internally through retraining programs (same site and company)	29	0	396,630	396,630	13,677
	1.3 Workers transferred to other DOE sites (same or different company)	0	0	0	0	0
2.0	Other Benefits Provided (lines 2.1 + 2.2 + 2.3 + 2.4)	0	0	0	0	0
	2.1 Displaced-worker medical benefits	0	0	0	0	0
	2.2 Relocation assistance to other DOE sites	0	0	0	0	0
	2.3 Separating or separated workers using outplacement	0	0	0	0	0
	2.4 Educational assistance for separated workers	0	0	0	0	0
3.0	Total Other Benefits Provided (lines 1.0 + 2.0)	29	0	396,630	396,630	13,677
4.0	Total Voluntary and Involuntary Separations and Costs for Fiscal Year 2007 (Table 4–26, line 3.0)	12	0	538,967	538,967	44,914
5.0	Total Workforce Restructuring Costs for Fiscal Year 2007 (lines 3.0 + 4.0)	41	\$0	\$935,597	\$935,597	\$22,819

Note: Average cost per recipient equals total cost divided by number of workers.

Key: DOE=U.S. Department of Energy; LM=Office of Legacy Management.

Workforce Restructuring Cost

The total voluntary and involuntary separation costs incurred in FY 2007 at Sandia were \$538,967. Additional benefits paid to separated workers who transferred to other programs internally at Sandia totaled \$396,630. The total workforce restructuring cost incurred in FY 2007 at Sandia was \$935,597 (Table 4–27).

Community Transition

Albuquerque

The Business Technology Group was established in January 1999 to serve as the CRO for central New Mexico. In December 1999, the Next-Generation Economy Initiative was created, which later evolved into Next-Generation Economy, Inc. (NextGen). NextGen was designated as the CRO for central New Mexico in September 2000. As of September 30, 2007, approximately \$2.9 million has been committed to the CRO. All funds are now spent, and NextGen was dissolved. In total, 689 jobs were created or retained.

Eight Northern Indian Pueblos Council, Inc.

On April 27, 2000, DOE designated ENIPC a CRO. DOE recognized that the Eight Northern Indian Pueblos are important players for continued economic and social development in northern New Mexico. The goal of ENIPC is to develop a collaborative regional community transition plan for all of the Eight Northern Indian Pueblos. As of September 30, 2007, a total of \$672,716 has been committed to and spent by ENIPC. Due to the planning nature of ENIPC's current activities, no jobs were created.

4.18 Savannah River Site

The Savannah River Site (SRS), located in South Carolina and operated by Washington Savannah River Company, LLC, focuses on environmental stewardship; pollution prevention and restoration of the environment impacted by site operations; management of excess nuclear materials; and nuclear weapons stockpile stewardship, emphasizing a science-based approach through the Savannah River National Laboratory.

Current Workforce Restructuring

In FY 2007, RIF separations totaled 319, all voluntary (**Table 4–28**). An additional 509 separations occurred through attrition.

Table 4–28. Savannah River Site Workforce Restructuring Summary, Fiscal Year 2007

		Number of Workers	Enhanced Costs Funded by LM (Section 3161)	Program Costs Funded by Other DOE Programs	Total Costs	Average Cost per Recipient
1.0	Voluntary Separations	319	\$0	\$9,713,254	\$9,713,254	\$30,449
	1.1 Early retirement	0	0	0	0	0
	1.2 Nonretirement voluntary separations (costs = severance)	319	0	9,713,254	9,713,254	30,449
2.0	Involuntary Separations (lines 2.1 + 2.2)	0	0	0	0	0
	2.1 With benefits (lines 2.1.1 + 2.1.2) (costs = severance)	0	0	0	0	0
	2.1.1 Nonconstruction workers	0	0	0	0	0
	2.1.2 Construction workers	0	0	0	0	0
	2.2 Without benefits	0	0	0	0	0
3.0	Total Voluntary and Involuntary Separations and Costs (lines 1.0 + 2.0)	319	\$0	\$9,713,254	\$9,713,254	\$30,449

Note: Average cost per recipient equals total cost divided by number of workers.

Key: DOE=U.S. Department of Energy; LM=Office of Legacy Management.

Other Restructuring Benefits

Additional benefits totaling \$140,750 in program funds were distributed to 137 current or previously separated workers in FY 2007 for displaced-worker medical benefits. In total, 29 separated workers were transferred to other DOE sites at no cost to DOE (**Table 4–29**).

Table 4–29. Savannah River Site Enhanced and Other Benefits Summary, Fiscal Year 2007

		Number of Workers	Enhanced Costs Funded by LM (Section 3161)	Program Costs Funded by Other DOE Programs	Total Costs	Average Cost per Recipient
1.0	Other Affected Workers (lines 1.1 + 1.2 + 1.3)	29	\$0	\$0	\$0	\$0
	1.1 Workers placed internally without retraining (same site and company)	0	0	0	0	0
	1.2 Workers placed internally through retraining programs (same site and company)	0	0	0	0	0
	1.3 Workers transferred to other DOE sites (same or different company)	29	0	0	0	0
2.0	Other Benefits Provided (lines 2.1 + 2.2 + 2.3 + 2.4)	137	0	140,750	140,750	1,027
	2.1 Displaced-worker medical benefits ^a	137	0	140,750	140,750	1,027
	2.2 Relocation assistance to other DOE sites	0	0	0	0	0
	2.3 Separating or separated workers using outplacement	0	0	0	0	0
	2.4 Educational assistance for separated workers	0	0	0	0	0
3.0	Total Other Benefits Provided (lines 1.0 + 2.0)	166	0	140,750	140,750	848
4.0	Total Voluntary and Involuntary Separations and Costs for Fiscal Year 2007 (Table 4–28, line 3.0)	319	0	9,713,254	9,713,254	30,449
5.0	Total Workforce Restructuring Costs for Fiscal Year 2007 (lines 3.0 + 4.0)	485	\$0	\$9,854,004	\$9,854,004	\$20,318

^a Displaced-worker medical benefits include only contractor-paid claims for self-insured medical plans, as well as associated administrative costs.

Note: Average cost per recipient equals total cost divided by number of workers.

Key: DOE=U.S. Department of Energy; LM=Office of Legacy Management.

Workforce Restructuring Cost

The total voluntary and involuntary separation costs incurred in FY 2007 at SRS were \$9,713,254, and \$140,750 was paid in additional benefits to separated workers. The total workforce restructuring cost incurred in FY 2007 at SRS was \$9,854,004 (Table 4–29).

Community Transition

The SRS CRO, formerly the Savannah River Regional Diversification Initiative, was created by Congress in November 1993. The SRS CRO is a nonprofit organization run by a board of directors appointed by local governments, chambers of commerce, and members of the South Carolina and Georgia congressional delegations. The SRS CRO's overall objective is to create an environment conducive to technology-based business startups and expansions and to attract new ventures to the SRS CRO region. Through its efforts, the SRS CRO helps diversify the region's economic base; create and retain high-value, long-term private-sector jobs; and transfer SRS technologies to new and existing area firms for commercial application.

As of FY 2007, a total of \$53,628,635 has been committed to the SRS Operations Office, the management and operating contractor, the CRO, and other economic development associations. All funds are now spent. In total, 6,812 jobs were created or retained. The SRS CRO was allotted \$13,638,490 of the total \$53,628,635 and created 4,481 (66 percent) of the total 6,812 jobs created or retained.

4.19 Waste Isolation Pilot Plant

The Carlsbad Field Office, located in Carlsbad, New Mexico, was created to serve as the focal point for the Nation's TRU waste management efforts (TRU waste is currently stored at many DOE sites across the country). The Carlsbad Field Office is responsible for managing the National Transuranic Waste Program, whose mission is the implementation and management of a national system that safely and cost-effectively provides for the certification, transportation, and disposal of defense-generated TRU waste. The Waste Isolation Pilot Plant (WIPP) is the center of the National Transuranic Waste Program and is managed by the Carlsbad Field Office. WIPP, near Carlsbad, is the Nation's only mined geologic repository for the permanent disposal of defense-generated TRU waste. The TRU waste that is eligible for disposal at WIPP must ultimately be transported from all the generator sites to this repository for receipt, handling, and disposal. WIPP is operated by Washington TRU Solutions, LLC, for DOE.

Current Workforce Restructuring

In FY 2007, RIF separations totaled one (involuntary) (**Table 4–30**). An additional 56 separations occurred through attrition.

Table 4–30. Waste Isolation Pilot Plant Workforce Restructuring Summary, Fiscal Year 2007

		Number of Workers	Enhanced Costs Funded by LM (Section 3161)	Program Costs Funded by Other DOE Programs	Total Costs	Average Cost per Recipient
1.0	Voluntary Separations	0	\$0	\$0	\$0	\$0
	1.1 Early retirement	0	0	0	0	0
	1.2 Nonretirement voluntary separations (costs = severance)	0	0	0	0	0
2.0	Involuntary Separations (lines 2.1 + 2.2)	1	0	11,139	11,139	11,139
	2.1 With benefits (lines 2.1.1 + 2.1.2) (costs = severance)	1	0	11,139	11,139	11,139
	2.1.1 Nonconstruction workers	1	0	11,139	11,139	11,139
	2.1.2 Construction workers	0	0	0	0	0
	2.2 Without benefits	0	0	0	0	0
3.0	Total Voluntary and Involuntary Separations and Costs (lines 1.0 + 2.0)	1	\$0	\$11,139	\$11,139	\$11,139

Note: Average cost per recipient equals total cost divided by number of workers.

Key: DOE=U.S. Department of Energy; LM=Office of Legacy Management.

Other Restructuring Benefits

Additional benefits totaling \$739 in program funds were distributed to one current or previously separated worker in FY 2007 for displaced-worker medical benefits (**Table 4–31**).

Table 4–31. Waste Isolation Pilot Plant Enhanced and Other Benefits Summary, Fiscal Year 2007

		Number of Workers	Enhanced Costs Funded by LM (Section 3161)	Program Costs Funded by Other DOE Programs	Total Costs	Average Cost per Recipient
1.0	Other Affected Workers (lines 1.1 + 1.2 + 1.3)	0	\$0	\$0	\$0	\$0
	1.1 Workers placed internally without retraining (same site and company)	0	0	0	0	0
	1.2 Workers placed internally through retraining programs (same site and company)	0	0	0	0	0
	1.3 Workers transferred to other DOE sites (same or different company)	0	0	0	0	0
2.0	Other Benefits Provided (lines 2.1 + 2.2 + 2.3 + 2.4)	1	0	739	739	739
	2.1 Displaced-worker medical benefits ^a	1	0	739	739	739
	2.2 Relocation assistance to other DOE sites	0	0	0	0	0
	2.3 Separating or separated workers using outplacement	0	0	0	0	0
	2.4 Educational assistance for separated workers	0	0	0	0	0
3.0	Total Other Benefits Provided (lines 1.0 + 2.0)	1	0	739	739	739
4.0	Total Voluntary and Involuntary Separations and Costs for Fiscal Year 2007 (Table 4–30, line 3.0)	1	0	11,139	11,139	11,139
5.0	Total Workforce Restructuring Costs for Fiscal Year 2007 (lines 3.0 + 4.0)	2	\$0	\$11,878	\$11,878	\$5,939

^a Displaced-worker medical benefits include only contractor-paid premiums for conventional medical plans.

Note: Average cost per recipient equals total cost divided by number of workers.

Key: DOE=U.S. Department of Energy; LM=Office of Legacy Management.

Workforce Restructuring Cost

The total voluntary and involuntary separation costs incurred in FY 2007 at WIPP were \$11,139, and \$739 was paid in additional benefits to separated workers. The total workforce restructuring cost incurred in FY 2007 at WIPP was \$11,878 (Table 4–31).

Community Transition

In November 1998, DOE awarded a \$300,000 grant to the Carlsbad Department of Development to conduct a strengths, weaknesses, opportunities, and threats analysis of southeast New Mexico. In June 2000, the Eddy/Lea Regional Commission was designated the CRO for this region to create new jobs and businesses to absorb current and future displaced DOE workers. As of September 30, 2007, a total of \$4,399,314 has been committed for community transition activities in southeast New Mexico; all funds are now spent. In total, 1,601 jobs were created or retained (Table 4–32).

Table 4–32. Carlsbad Community Transition Funding and Job Creation by Project

ELRC, FY 1998 through FY 2007						
Project	3161 Funds Committed	Other DOE Funds Committed	Total DOE Funds Committed	Funds Spent	Jobs Created or Retained (Reported)	Average Cost per Job Created
Advanced Manufacturing and Training Center	\$1,945,000	\$0	\$1,945,000	\$1,945,000	650	\$2,992
SWOT analysis	550,000	0	550,000	550,000	0	0
GIS	250,000	243,314	493,314	493,314	0	0
Targeted Auto Market Study	4,000	0	4,000	4,000	0	0
Oil-Field-Produced Water Study	236,000	0	236,000	236,000	5	47,200
Student interns	11,000	0	11,000	11,000	0	0
Artesia Main Street and Marketing Study	200,000	0	200,000	200,000	555	360
Lea County Business Attraction and Beautification	120,000	0	120,000	120,000	170	706
National Cave and Karst Research Institute	200,000	0	200,000	200,000	4	50,000
Tatum Speculative Building	100,000	0	100,000	100,000	8	12,500
Hobbs Brownfield	83,334	0	83,334	83,334	0	0
Artesia Industrial Park/training promotion	56,666	0	56,666	56,666	209	271
Administrative staffing ^a	400,000	0	400,000	400,000	0	0
Totals	\$4,156,000	\$243,314	\$4,399,314	\$4,399,314	1,601	\$2,748

^a Funds used for administrative purposes; job creation not intended.

Key: DOE=U.S. Department of Energy; ELRC=Eddy/Lea Regional Commission; FY=fiscal year; GIS=geographic information system; SWOT=strengths, weaknesses, opportunities, and threats.

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4.20 Y-12 National Security Complex

NNSA's Y-12 National Security Complex (Y-12), located in East Tennessee adjacent to Oak Ridge, is operated by BWXT Y-12. Y-12's mission is to ensure safety, reliability, and performance in strengthening national security and reducing the global threat from weapons of mass destruction. Y-12's all-inclusive expertise includes proceeding from concept through detailed design and specification to building prototypes and configuring integrated manufacturing processes in support of research reactor programs for U.S. and international customers, other federal agencies, state and local governments, and private-sector companies.

Current Workforce Restructuring

In FY 2007, RIF separations totaled three, all involuntary (Table 4–33).

Table 4–33. Y-12 National Security Complex Workforce Restructuring Summary, Fiscal Year 2007

		Number of Workers	Enhanced Costs Funded by LM (Section 3161)	Program Costs Funded by Other DOE Programs	Total Costs	Average Cost per Recipient
1.0	Voluntary Separations	0	\$0	\$0	\$0	\$0
	1.1 Early retirement	0	0	0	0	0
	1.2 Nonretirement voluntary separations (costs = severance)	0	0	0	0	0
2.0	Involuntary Separations (lines 2.1 + 2.2)	3	0	125,562	125,562	41,854
	2.1 With benefits (lines 2.1.1 + 2.1.2) (costs = severance)	3	0	125,562	125,562	41,854
	2.1.1 Nonconstruction workers	3	0	125,562	125,562	41,854
	2.1.2 Construction workers	0	0	0	0	0
	2.2 Without benefits	0	0	0	0	0
3.0	Total Voluntary and Involuntary Separations and Costs (lines 1.0 + 2.0)	3	\$0	\$125,562	\$125,562	\$41,854

Note: Average cost per recipient equals total cost divided by number of workers.

Key: DOE=U.S. Department of Energy; LM=Office of Legacy Management.

Other Restructuring Benefits

No additional benefits were distributed to either current or previously separated workers in FY 2007 at Y-12.

Workforce Restructuring Cost

The total voluntary and involuntary separation costs incurred in FY 2007 at Y-12 were \$125,562. As no additional benefits were paid to separated workers, the total workforce restructuring cost of three involuntary separations incurred in FY 2007 at Y-12 was \$125,562 (Table 4–33).

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